

WILMINGTON UNIVERSITY
COLLEGE OF BUSINESS
BASIC COURSE INFORMATION

COURSE TITLE: Intro to HR Consulting

COURSE NUMBER: MHR 6003

PRE-REQUISITE(S): None

COURSE DESCRIPTION:

This one-credit graduate course provides an overview of the principles and skills for Human Resource consultants. The course reviews the consulting process from contracting to implementing solutions. Students will gain an understanding of the key competencies required for HR consultants.

MAJOR INSTRUCTIONAL GOALS:

GOAL A:

The student will be able to summarize the key stages of a consulting project.

Learning Objectives: The student will:

- A-1 Analyze the role of internal and external consulting, key consulting processes and the consulting lifecycle.
- A-2 Examine the various aspects of a consulting engagement, emphasizing a collaborative-problem solving approach to the client/consultant relationship.
- A-3 Summarize the legal and ethical considerations of HR consulting.

GOAL B:

The student will be able to summarize and apply planning, implementation, and evaluation strategies for effective change programs in various organizations and other settings.

Learning Objectives: The student will:

- B-1 Summarize the competencies required for a successful HR consultant.
- B-2 Integrate the application of the theories and perspectives concerning managing change.

- B-3 Generalize the role of the internal and external environment in driving or restraining change, as well as the importance of the political, cultural and technological contexts.
- B-4 Summarize the importance of Key Performance Indicators (KPI) in consulting project management.