

**WILMINGTON UNIVERSITY**  
**COLLEGE OF BUSINESS**  
**BASIC COURSE INFORMATION**

**COURSE TITLE:** Seminar in Organizational Development

**COURSE NUMBER:** MHR 7850

**PRE-REQUISITE(S):** None

**COURSE DESCRIPTION:**

This course examines concepts and techniques of organizational development (OD) and planned change management. The course explores the history and development of organizational structure and design principles and an overview of OD diagnostics and interventions to improve organizations. Students will examine human resources' role in the change process and the human resource professional as a change agent.

**MAJOR INSTRUCTIONAL GOALS:**

**GOAL A:**

The student will analyze the process of organizational development as a strategic means to affect change to an organization's culture.

**Learning Objectives:** The student will:

- A-1 Analyze the process of organizational change.
- A-2 Summarize the principles of systems thinking and relevant theories that are foundational to organizational change research concerning individuals, groups, and organizations to the process of change.
- A-3 Evaluate methods of collecting data while diagnosing organizations.
- A-4 Summarize current and future workforce trends that are impacting today's organizations.
- A-5 Summarize the role of Human Resources (HR) and the HR Professional in change management.

**GOAL B:**

The student will summarize and assess the OD process and various OD interventions that will improve organization efficiency and effectiveness.

**Learning Objectives:** The student will:

- B-1 Evaluate the ethical principles of organizational development.

