

# TALENT AND ORGANIZATIONAL DEVELOPMENT CERTIFICATE

LEAD 532	Program Design for Training and Development in Organizations	3
<b>Total Credits</b>		<b>12</b>

## Program Overview

This track is aimed at preparing students to be successful, strategic and impactful professionals who are able to work effectively through others. The program will:

- Offer insight into human and organizational relationships
- Enhance the capacity for sound analytical judgment
- Encourage the ability to see the "big picture" as it relates to an organization and its environment

## Curriculum Overview

Coursework focuses on applied action grounded in theory, and embraces principles applicable to administrative issues in the private, public, and nonprofit sectors. The courses enable students to enhance their knowledge and skills in:

- Employee recruitment
- Leadership development
- Group dynamics
- Organizational change
- Conflict management
- Succession planning
- Training and development
- Adult learning theory

## Certificate Offered

- Talent and Organizational Development Certificate

## Contact

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Program Director

**Program Website:** Talent and Organizational Development (<https://www.rider.edu/academics/colleges-schools/college-education-human-services/certificates-endorsements/talent-organizational-development/>)

**Associated Department:** Department of Graduate Education, Leadership, and Counseling (<http://www.rider.edu/academics/colleges-schools/college-liberal-arts-education-sciences/school-of-education/graduate-programs/>)

### Related Programs

- Organizational Leadership (M.A.) (<http://catalog.rider.edu/graduate/colleges-schools/education/programs-certificates/organizational-leadership/>)

## Certificate Requirements

(12 credits)

Code	Title	Credits
LEAD 510	Organizations: Design and Dynamics	3
LEAD 511	Facilitating Culture and Process Change in Organizations	3
LEAD 512	Forms of Diversity in Organizations	3

## Courses and Descriptions

### LEAD 510 Organizations: Design and Dynamics 3 Credits

This course will provide students with foundational knowledge in the area of organization studies. Students will gain insight into organizational structure and how it affects interdepartmental behaviors, communication and work flow. The course emphasizes how organizational environment and culture generate and reinforce the way organizational systems work and how leaders operate within these organizational contexts.

### LEAD 511 Facilitating Culture and Process Change in Organizations 3 Credits

Organizational culture and existing processes can enable productive and effective environments, or they can be barriers to carrying out the central missions of corporations, not-for-profits, governmental or educational institutions. For organizations to thrive and survive in the future they must be able to change and develop rapidly. This course provides a working knowledge of the key theories and practices necessary to be an effective change agent. Students develop skills in diagnosis, design of interventions and strategies for communicating change.

**Prerequisite(s):** LEAD 510 or concurrent with LEAD 510.

### LEAD 512 Forms of Diversity in Organizations 3 Credits

Increasingly, leaders and employees are part of a more diverse, multiethnic and globally influenced workforce. Students will become more conversant with forms of diversity, such as different cultural traditions, as well as differences in generational sensibilities, ableness, gender, and level of adult development. Students will learn about the different "worldviews" which organizational members bring into the organization, and how that affects their ability to work together. The course develops students' knowledge of and skills in practicing: principles for optimizing human performance in organizations, cultural intelligence, human diversity, and leading multicultural organizations.

**Prerequisite(s):** LEAD 510 or concurrent with LEAD 510.

### LEAD 532 Program Design for Training and Development in Organizations 3 Credits

This course provides a full circle approach to workforce training and development that is applicable to professionals in human resources, organizational development, or other leaders who see themselves as trainers, mentors and coaches. The course is designed for students to explore "real world" applications for programs, services and operations in a training environment, and covers key principles such as adult learning theory, facilitation skills, curriculum development, needs assessment, training methodology and techniques, resources and constraints, as well as learning how to evaluate and improve the efficacy of training programs.

**Prerequisite(s):** LEAD 510 or concurrent with LEAD 510.