

# ORGANIZATION DEVELOPMENT AND CHANGE: CONSULTING SKILLS GRADUATE CREDIT CERTIFICATE PROGRAM

<b>Person-in-Charge</b>	Susan Land
<b>Program Code</b>	ODCCS
<b>Campus(es)</b>	University Park World Campus

To become effective OD consultants and OD practitioners hands-on experience is necessary. After completing the certificate program, students will have skills and competencies that can be applied to help the organizations they serve continuously improve and maximize potential as OD consultants and OD practitioners. All candidates are required to take the 12-credits of prescribed courses related to consulting skills for organization development and change.

**Effective Semester:** Summer 2020  
**Expiration Semester:** Summer 2025

## Admission Requirements

Applicants apply for admission to the program via the Graduate School application for admission (<https://gradschool.psu.edu/graduate-admissions/how-to-apply/>). Requirements listed here are in addition to Graduate Council policies listed under GCAC-300 Admissions Policies (<https://gradschool.psu.edu/graduate-education-policies/>). International applicants may be required to satisfy an English proficiency requirement; see GCAC-305 Admission Requirements for International Students (<https://gradschool.psu.edu/graduate-education-policies/gcac/gcac-300/gcac-305-admission-requirements-international-students/>) for more information.

## Certificate Requirements

Requirements listed here are in addition to requirements listed in Graduate Council policy GCAC-212 Postbaccalaureate Credit Certificate Programs (<https://gradschool.psu.edu/graduate-education-policies/gcac/gcac-200/gcac-212-postbaccalaureate-credit-certificate-programs/>).

To be awarded the Certificate in Organization Development and Change: Consulting Skills, students must successfully complete 12 credits of course work in the courses listed below.

Code	Title	Credits
<b>Required Courses</b>		
WFED 572	Foundations in Organization Development and Change	3
WFED 881	Marketing Organization Development *	3
WFED 884	Appreciative Inquiry *	3
WFED 582	Assessing Data: Organizational Diagnosis *	3

\*TRDEV 565 is an approved substitution for one of the starred courses listed above.

**Total Credits** 12

## Courses

Graduate courses carry numbers from 500 to 699 and 800 to 899. Advanced undergraduate courses numbered between 400 and 499 may be used to meet some graduate degree requirements when taken by graduate students. Courses below the 400 level may not. A graduate student may register for or audit these courses in order to make up deficiencies or to fill in gaps in previous education but not to meet requirements for an advanced degree.

## Learning Outcomes

- OBTAIN KNOWLEDGE BASE:** Students will obtain a critical knowledge base in organization development and change, appreciative inquiry, and process consultation.
- LEAD GROUPS:** Students will strategically lead both small group and large group change initiatives.
- USE RESOURCES:** Students will use various resources for developing, implementing, evaluating, and marketing organization development programs.
- OBSERVE AND FACILITATE CHANGE:** Students will observe group dynamics and facilitate change efforts.

## Contact

<b>Campus</b>	University Park
<b>Graduate Program Head</b>	Susan Mary Land
<b>Director of Graduate Studies (DGS) or Professor-in-Charge (PIC)</b>	Heather A Zimmerman
<b>Program Contact</b>	Learning and Performance Systems 303 Keller Building University Park PA 16802
<b>Program Website</b>	View ( <a href="http://www.worldcampus.psu.edu/degrees-and-certificates/organization-development-and-change-operational-excellence-certificate/">http://www.worldcampus.psu.edu/degrees-and-certificates/organization-development-and-change-operational-excellence-certificate/</a> )
<b>Campus</b>	World Campus
<b>Graduate Program Head</b>	Susan Mary Land
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<b>Program Website</b>	View ( <a href="http://www.worldcampus.psu.edu/degrees-and-certificates/organization-development-and-change-operational-excellence-certificate/">http://www.worldcampus.psu.edu/degrees-and-certificates/organization-development-and-change-operational-excellence-certificate/</a> )