

# ORGANIZATIONAL DEVELOPMENT AND LEADERSHIP CERTIFICATE

---

This Organizational Development and Leadership Certificate is designed for students looking to learn more about the theories, research and practical applications of organizational development in the workplace. Students explore how organizations work and acquire skills to assess, diagnose and address structural and cultural problems. Students also study human behavior in the workplace, which offers valuable knowledge and skills for conflict management, motivation and morale, and employee development.

Please Note: This certificate can only be completed by students working toward an undergraduate degree within the School of Continuing & Professional Studies.

## Curriculum

Code	Title	Hours
<b>Pre-requisites to Certificate</b>		
COMM 175	Introduction to Communication	
CPST 250	Foundations of Organizations	
<b>Certificate Requirements</b>		
COMM 231	Conflict Management and Communication	3
COMM 277	Organizational Communication	3
CPST 360	Development and Change in Organizations	3
CPST 370	Leadership Theories and Applications	3
CPST 380	Leadership, Culture and Ethics	3
CPST 390	Organizational Theory and Practice	3
<b>Total Hours</b>		<b>18</b>

## Suggested Sequence of Courses

The School of Continuing and Professional Studies provides a high-touch advising model in order to incorporate the professional and educational outcomes of the student as well as any transfer credit accepted. In order to provide students with maximum flexibility in their education and because everyone's academic background will vary, advisors will work directly with students to determine an appropriate sequence of courses starting at admission into their respective program based on their needs and expected time to completion.

## Learning Outcomes

Upon successful completion of the certificate, candidates will be able to:

1. Explain organizational theory, structure, and power dynamics in contemporary work settings.
2. Demonstrate effective business writing in written narratives, memos, argumentative narratives, and collaborative documents.
3. Evaluate best practices in relation to assessment and solutions of structural and cultural problems in the workplace.
4. Analyze leadership best practices to promote productive organizations.