Organizational Development and Change

Graduate Certificate
18 Credit Hours

This program is offered by the George Herbert Walker School of Business and Technology. It is available online, at the St. Louis main campus and at select U.S. campuses. Please see the Campus Locations and Offerings section of this catalog for a list of campuses where this program is offered.

For information on the general requirements for a certificate, see Certificate Program Policies and Procedures under the Academic Policies section of this catalog.

Program Description

To provide graduates with the organizational development theories, competencies, evaluation methods and development opportunities to effectively lead change at the foundational level.

Learning Outcomes

- Students will possess a comprehensive understanding of the field of organizational development and change and be able to apply the principles and methods or organizational situations.
- Students will demonstrate evidence of competency development in personal mastery, consulting skills and data-based change management.
- Students will create a personal and professional development plan to guide ongoing achievement in the field of organizational development and change.

Requirements

The curriculum requires 12 credit hours of specialized courses in organizational development and change. Specifically, the 18 credit hours required for the graduate certificate must include the following courses:

- ORDV 5000 Practicing Organizational Development (3 hours)
- ORDV 5100 Change Leader Self-Mastery (3 hours)
- ORDV 5200 Organizational Development Consulting Practices (3 hours)
- ORDV 5300 Data-Driven Approaches to Organizational Development (3 hours)

The remaining 6 credit hours of courses may be taken from one of three tracks to complete the graduate certificate in organizational development and change:

Track One: Building Network Connectedness

- ORDV 5450 Managing Communication During Change (3 hours)
- ORDV 5600 Leveraging Diversity and Inclusion (3 hours)

Track Two: Design and Facilitation Competencies

- ORDV 5400 Designing, Building, and Leading Effective Teams (3 hours)
- ORDV 5700 Designing and Facilitating Organizational Development Interventions (3 hours)

Track Three: The Cutting Edge of Organizational Development
Choose two of the following three courses:

- ORDV 5800 Achieving Breakthrough Results (3 hours)
- ORDV 5900 Organizational Development in Emerging Situations (3 hours)
- ORDV 5950 Organizational Development in a Global Context (3 hours)

Admission

See the Admission section of this catalog for general admission requirements. Students interested in applying must submit their application online at www.webster.edu/apply. Transcripts should be sent from your institution electronically to transcripts@webster.edu. If this service is not available, send transcripts to:

Office of Admission
Webster University
470 E. Lockwood Ave.
St. Louis, MO 63119