

ORGANIZATION DEVELOPMENT AND LEADERSHIP MS

The mission of the Master of Science in Organization Development and Leadership is to educate adult students to create more effective and healthy human systems in an inclusive world community. Students learn to foster sustainable change in individuals, groups and organizational systems by applying theories, principles and research in the fields of organization development, adult learning, organizational psychology, and organizational dynamics.

Learning Goals and Outcomes

Goal 1: Students will learn how to apply theory and their ability to be an effective leader, facilitator, and agent of change who maximizes the potential of individuals, groups, and organizations.

Outcome 1.1: Informed by Ignatian values, students will attain a broad understanding of the practical concepts for effective leadership within a context of effectuating ethically based decisions that lead to socially just outcomes.

Outcome 1.2: Students will be able to effectively engage in values-based decision-making that enables and improves both organizational effectiveness and individual well-being.

1.2.1: Students will understand the values and aims of the field of organization development.

1.2.2: Students will be able to describe the process of organization development and the responsibilities of organization development practitioners.

1.2.3: Students will engage in values-based decision-making that enables and improves both organizational effectiveness and individual well-being.

Outcome 1.3: Students will be able to apply functional knowledge of organization development.

1.3.1: Students will demonstrate and apply their understanding of group dynamics to the planning and facilitation of inclusive and effective group processes.

1.3.2: Students will be able to select organization development concepts and methods appropriate for planned organizational change.

Goal 2: Students will be able to analyze organizational effectiveness and design and implement methods to remove barriers to making organizations more just and effective organizations.

Outcome 2.1: Students will be able to identify, analyze, and address structural barriers in organizations to the achievement of diversity, equity, and inclusion.

Outcome 2.2: Students will become competent in the application of critical thinking skills as they utilize analytic tools to conceptualize, synthesize, and evaluate relevant data to improve organizational effectiveness.

Outcome 2.3: Students will communicate effectively in writing in organizational contexts.

Requirements

Code	Title	Hours
MGT 650	Organizational Leadership	3
MGT 665	Facilitating Groups & Teams	3
MGT 700	Organization Development	3
MGT 561	HR & People Research, Meas&Met	3
MGT 555	Equity in Organizations	3
MGT 781	Applied ODL Project (Capstone) ¹	3
or MGT 780 & MGT 785	Research Design & Evaluation and Advanced Seminar	
Electives ²		12
Total Hours		30

¹ MGT 780 is the thesis track capstone; to complete the thesis, students must take MGT 785 as one of their four electives

² Students may choose to apply electives toward a certificate: Diversity, Equity, and Inclusion (<https://academiccatalog.sju.edu/business/management/diversity-equity-cert/>); Leadership (<https://academiccatalog.sju.edu/business/management/cert-leading/>); or Human Resources Management (<https://academiccatalog.sju.edu/business/management/cert-human-resource-managment/>). See the certificate pages for requirements.