WILMINGTON UNIVERSITY  
COLLEGE OF BUSINESS  
COURSE SYLLABUS

FACULTY MEMBER: Leave Blank  
TERM: Leave Blank  
COURSE TITLE: Organizational Development and Change  
COURSE NUMBER: MOL 7400  
OFFICE HOURS/METHOD OF CONTACT: Leave Blank  
Technical Requirements that may be required to utilize technology in this course:
- A headset or microphone.  
- A webcam.

RATIONALE:
Change is an ever-present process in the workplace and our lives. Our natural tendency is to avoid it, resist it, or occasionally embrace it. We think change can be a good thing and we want others to change, but we, ourselves, tend to resist being changed. This course on change looks at how people stand in relation to change as change initiators, change agents, or targets of change and how we can influence our own and others’ responses to change.

COURSE DESCRIPTION:
This course provides knowledge of organizational development methods used in promoting organizational and large system change through concepts of diagnosis, development, and implementation of intervention strategies and analysis of the effectiveness of change strategies. A leader’s role in promoting change through strategic planning and change management is emphasized. The course includes a personal reflection on the student’s mission, values, goals, and world view.

MAJOR INSTRUCTIONAL GOALS:
GOAL A:
Continuing insight into personal leadership styles with particular emphasis into developing an understanding of the leader’s role in change processes.

Learning Outcome: The student will:
A-1 Discuss the personal leadership styles needed by those who are initiators of change, change facilitators (agents) or targets of change.

A-2 Analyze one’s own personal style for alignment with those necessary for initiators of change, change facilitators, or targets of change.
A-3 Describe the activities necessary to gain the skills and styles to effectively initiate, facilitate or implement change.

GOAL B:
Develop ideas, with supporting theory, about organization change models and tools.

Learning Outcome: The student will:

B-1 Describe models, theories, and approaches to change found in the current and classic literature on change.
B-2 Select appropriate strategies for leadership change behavior and cite reasons for use from the current and classic literature on change.

GOAL C:
Develop a repertoire of some of the skills and tools required for developing change capability in an organization.

PROGRAM COMPETENCIES: (Intended student learning outcomes)
- Develop an understanding of contemporary leadership and management models and theories.
- Develop an understanding and the ability to apply change frameworks and models.
- Articulate personal values and goals as guideposts to personal behavior.

WILMINGTON UNIVERSITY GRADUATION COMPETENCIES: (Broad based goals)
Oral Communication
- Speak with confidence, clarity, and conciseness.
- Research, prepare, and deliver professional presentations.
Written Communication
- Write clearly, concisely and appropriately using correct English grammar, punctuation, usage, mechanics, sentence structure, and vocabulary.
- Use appropriate APA format for scholarly writing.
Disciplined Inquiry
- Use quantitative, qualitative, and scientific reasoning to solve problems.
- Exercise critical thinking strategies including reasoning, problem solving, analysis and evaluation.
- Define a problem or issue and develop questions and methods to address the problem or issue and/or create new knowledge.
Information Literacy
- Access and use information effectively, efficiently, and appropriately.
- Evaluate the quality of sources and content.
- Use technology to effectively locate and communicate information.
Ethics
- Demonstrate knowledge and application of prescribed ethical codes and/or behaviors promoted by professions.

METHODOLOGY:
A. Teaching Methods: Describe what methods will be used to convey information
to students.

B. **Evaluation Procedures:** Describe specifically how course objectives/outcomes will be evaluated (e.g. essays, projects, discussions, quizzes/exams, etc.)

C. **Major Assignments used for Outcomes Assessments:** Describe any Outcomes Assessments mandated in the course. For example, Peregrine testing. Any OA assessments required should be supplied by the Chair. This is a mandatory assessment used in all sections of all courses.

**COURSE SCHEDULE AND CHECKLIST:**
Provide a list of assignments by week, point values, and due dates (e.g. Sunday of Week 1). For online sections, *Your instructional designer can help you build this table from the Grade Center in Blackboard.*