



Organizational Development Certificate

The five courses of the Organizational Development Certificate provide participants with the foundations necessary to assess an organization’s functional team processes as well as individually learn how to become a more effective leader. These classes will equip the participants to not only flourish within their own organization, but to assess and improve other organizations in a consultative role. This program is ideal for those who are aspiring to be effective managers, inspiring leaders, and organizational change agents.

- Organizational Development Courses:**
- DCP 116 – Skills for Success - 2 credits. \$1,895/course
Participants learn to strengthen interpersonal relations, manage stress and handle fast-changing workplace conditions. They become persuasive communicators, creative problem-solvers and confident, enthusiastic leaders.
 - DCP 102 – Leadership Training for Managers - 2 credits. \$1,895/course
Leadership development has meant different things in different times. The modern leader knows that it means developing the skills needed to motivate the modern team. Employees are not told what to do anymore. Now, you influence their choices and assist them in reaching their goals. These essential skills can be learned through a leadership development training program, which is less stressful than being forced to learn the skills on the job.
 - IOP 327 – Organizational Behavior - 3 credits. \$1,515/course
Discusses individual behavior issues such as personality, leadership, perceptions, attitudes, motivation, diversity, stress, and broader issues such as teamwork, group cohesiveness, career management and change management.
 - IOP 421 – Measure of Human Performance - 3 credits. \$1,515/course
Utilizes various psychometric instruments in the areas of job analysis, personnel selection, performance appraisal, job satisfaction, criteria analysis, and management training and development.
 - IOP 490 – Organizational Development and Change Theory - 3 credits. \$1,515/course
Examines theories of change and organizational development within the context of the I-O specialist role as both change-agent and consultant. Topics include types of change, individual, group and organizational interventions, integrating psychological theories of leadership, motivation, interpersonal influence, conflict management, and group decision making. I-O Professional Integration Project culminates in this final class.

To enroll, request a transcript or discuss your eligibility for Tuition Assistance or the GI Bill, please contact your local representative or visit us on the web at Concordia University Irvine School of Professional Studies.

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Note: Fees are subject to change without notice. Check with CUI or DC for current pricing.