



Graduate Programs in Organization Development and Change



PennState
World Campus

**A world of possibilities.
Online.**

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“Any leader must know how to influence people in positive ways and help them deal with change imposed on them or help them deal with change they wish to initiate. As Mahatma Gandhi once noted in a compelling quote, ‘you must be the change you wish to see in the world.’ That means that leaders, managers, workers, and HR practitioners must be able to serve as outstanding role models for what they wish to see happen. Our online graduate programs in organization development and change are all about building the individual competencies to manage change and be the change you wish to see in the world.”

—William J. Rothwell,
Ph.D., SPHR, SHRM-SCP, RODC,
CPLP Fellow Professor

Online Graduate Programs in Organization Development and Change

Penn State's online organization development and change (OD&C) programs are designed for professionals who need the skills and knowledge to effectively lead or initiate change in their organizations. The online format of these programs allows you to remain employed as you prepare for career advancement or transition into a management role.

The courses in the certificate programs integrate into the master's program, allowing you to work on both at the same time—or step up into the master's program, if you apply and are granted admission after earning your certificate. All programs are 100% online.

Master's Degree
(30 credits)

Graduate Certificates
(12 credits)



Online Graduate Certificates in Organization Development and Change

The OD&C portfolio of graduate certificates gives you the opportunity to earn an extra credential in a specialization. You can earn a stand-alone certificate, use it to step up into the master's program, or earn both at the same time. All certificates are 12 credits each.

OD&C Consulting Skills

Learn how to diagnose, implement, and evaluate organization development.

The curriculum includes a foundation in OD as well as course work in marketing and consulting services.

OD&C Essentials

Build an essential knowledge base in OD&C. This certificate includes course work in process consultation, facilitating teams, and appreciative inquiry.

OD&C Operational Excellence

Focus on the concepts and skills you need to make effective contributions to projects, on time and within budget.

The curriculum includes a foundation in OD as well as course work in project management, facilitating teams, and Lean Sigma.

"All organizations have access to essentially the same technologies, equipment, and materials, and the only thing that truly differentiates them is the education of their workforce and how they are structured to leverage their talent. Our goal is to provide students with skills and competencies that can be applied immediately in service of their organizations' drive for continuous improvement and maximized potential."

—Wesley E. Donahue, Ph.D., PE
Professor and Coordinator,
Online Master of Professional Studies in OD&C





Online MPS in Organization Development and Change

Penn State's Master of Professional Studies in Organization Development and Change (MPS–OD&C) is a 30-credit online program that can help you advance your career in organization change and workforce development. Throughout the program, you will have the opportunity to learn about changing corporate culture and the ways you can make positive impacts across the entire organization, by exploring how to:

- › obtain a critical knowledge base in organization development, appreciative inquiry, and change
- › strategically lead both small group and large group change initiatives
- › address ethical issues in practicing organization development activities
- › become an effective organization development practitioner through hands-on experience
- › observe group dynamics and facilitate change efforts

Earn HRCI®, SHRM, or PMI® Recertification Credits

The Penn State Master of Professional Studies in Organization Development and Change is an Approved Provider of the HR Certification Institute (HRCI) and the Society for Human Resource Management (SHRM). In addition, Penn State is a Project Management Institute (PMI) Registered Education Provider and each course in the MPS–OD&C program is approved toward your application or recertification.

Learn more about graduate programs in OD&C: **worldcampus.psu.edu/odc**

Why Penn State?

Academic Reputation

Penn State is universally regarded as one of the finest educational institutions in the United States. Putting a Penn State degree or certificate on your résumé is a great way to broaden your career options and prove to current and potential employers that you are a well-educated professional.

Accreditation

Penn State is accredited by the Middle States Commission on Higher Education and has an outstanding reputation as a research and teaching university. Our courses are also accepted by most other colleges and universities in fulfillment of their requirements.

Flexibility and Convenience

The online learning format offered by Penn State World Campus makes it possible for you to fit a degree program into your life. The flexibility of studying when and where you want can give you the opportunity to equip yourself with core organization development knowledge and concepts, while minimizing the disruption to your other responsibilities.

Networking Opportunities

Interact with dedicated, goal-oriented peers from around the world, creating a network of great ideas. As you communicate regularly with other classmates and faculty members, you'll gain insights that you can apply to your job immediately.



“I’m a Penn State resident student currently working on my Ph.D. after completing my MPS in OD&C online. I can attest to the fact that you will receive the same quality education and commitment from the faculty in the online program as you would if you were an on-campus student.”

—Leila F.

Master of Professional Studies in OD&C graduate

Begin Your Application Today

Beginning your application for any of our OD&C programs is easy.

Visit: **worldcampus.psu.edu/odc**

1. Select your program of interest.
This will direct you to the appropriate program page.
2. Click on the “How to Apply” link to view your specific application instructions.



Please visit our website for a more detailed description of the requirements and application procedure: **worldcampus.psu.edu/admissions**

Did You Know?

- › Organization development is about changing groups and organizations to affect the overall corporate culture.
- › Penn State credits and degrees earned online are identical to those earned on campus, with no mention of distance or online education on your diploma.
- › Our online courses involve frequent interactions between students and instructors.



Contact Us

Admissions Questions

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worldcampus.psu.edu/admissions



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