BTU

BUSINESS & TECHNOLOGY UNIVERSITY

ORGANIZATIONAL DEVELOPMENT

AI SYLLABUS

Organizational Development

Course Description:

This course is designed to introduce students to the principles and practices of organizational development. Topics covered will include change management, employee engagement, leadership development, and team building. Through a combination of lectures, case studies, and hands-on projects, students will develop the skills and knowledge needed to facilitate organizational change and improve organizational performance.

Course Goals:

Understand the principles and practices of organizational development
Develop the skills to analyze and evaluate organizational issues and opportunities
Learn how to design and implement effective organizational change initiatives
Gain insights into the principles of leadership development and team building

Course Outline:

Week 1: Introduction to Organizational Development

1. Overview of organizational development and its role in business
2. The history and evolution of organizational development
3. Theoretical frameworks for organizational development

Week 2: Change Management

1. Understanding the principles of change management
2. Managing change in organizations
3. Evaluating the effectiveness of change initiatives

Week 3: Employee Engagement

1. Understanding the principles of employee engagement
2. Developing and implementing employee engagement strategies
3. Measuring and evaluating employee engagement

Week 4: Leadership Development

1. Understanding the principles of leadership development
2. Developing and implementing leadership development programs
3. Measuring and evaluating leadership development effectiveness

Week 5: Team Building

1. Understanding the principles of team building
2. Developing and implementing team building initiatives
3. Measuring and evaluating team building effectiveness

Assessment and Evaluation:

Participation and Attendance: 10%
Homework Assignments: 30%
Midterm Exam: 20%
Final Exam: 40%

Required Readings:

1. [The Fifth Discipline: The Art and Practice of the Learning Organization by Peter Senge](#)
2. [The Change Masters: Innovation and Entrepreneurship in the American Corporation by Rosabeth Moss Kanter](#)
3. [The Art of Possibility: Transforming Professional and Personal Life by Rosamund Stone Zander and Benjamin Zander](#)
4. [Leading Change by John Kotter](#)
5. [Managing Transitions: Making the Most of Change by William Bridges](#)
6. [The Fifth Discipline Fieldbook: Strategies and Tools for Building a Learning Organization by Peter Senge, Art Kleiner, Charlotte Roberts, Richard Ross, and Bryan Smith](#)
7. [The Practice of Adaptive Leadership: Tools and Tactics for Changing Your Organization and the World by Ronald Heifetz, Alexander Grashow, and Marty Linsky](#)
8. [The Change Handbook: The Definitive Resource on Today's Best Methods for Engaging Whole Systems by Peggy Holman, Tom Devane, and Steven Cady](#)
9. [Effective Leadership and Management in Nursing by Eleanor J. Sullivan](#)

Course Assignments:

- Analyze and evaluate an organizational issue and propose a change initiative
- Develop and present an employee engagement strategy for a hypothetical organization
- Design and implement a leadership development program for a hypothetical organization
- Facilitate a team building session and evaluate its effectiveness

Classroom Policies:

- Attendance and participation are expected in every class.
- Late homework assignments will not be accepted without prior approval from the instructor. If you have an emergency or an unexpected situation that prevents you from completing an assignment on time, please contact the instructor as soon as possible.
- Academic dishonesty, including plagiarism and cheating, will not be tolerated and will result in a failing grade for the course. It is the responsibility of each student to ensure that their work is original and properly cited.
- Students are expected to treat each other and the instructor with respect and professionalism. Inappropriate behavior, including harassment and discrimination, will not be tolerated and may result in disciplinary action.

Course Resources:

- Online resources, including articles, videos, and tutorials, will be assigned throughout the course.
- Guest speakers from industry and academia will be invited to share their insights and experiences in organizational development.
- The course website will include links to organizational development resources and tools, such as organizational development associations, case studies, and research reports.