

# GRADUATE CERTIFICATE IN ORGANIZATIONAL DEVELOPMENT

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The Graduate Certificate in Organizational Development provides an introduction to the concepts and practices related to systems and technologies that facilitate organizational change and enhance organizational effectiveness. This certificate is designed for professionals involved with recruitment, selection, placement, training, and performance management of employees and staff in organizations.

Students interested in graduate work should refer to the Graduate and Professional Bulletin (<http://catalog.colostate.edu/general-catalog/graduate-bulletin/>).

## Learning Objectives

Students will:

1. Understand and define core theories that explain human behavior in the workplace and facilitate or resist change in organizations.
2. Define what it means to be an employer of choice and recommend multiple strategies to increase the attractiveness of an organization to individuals inside and outside the organization.
3. Develop and refine problem-solving and consulting skills to facilitate change and development in organizations.
4. Conduct empirically-based diagnostic activities necessary to plan organizational change and development interventions.
5. Design empirically-based evaluation interventions to affect change in organizations.
6. Conduct empirically-based evaluation activities necessary to determine the effectiveness of organizational change and development interventions.