POSITIVE ORGANIZATION DEVELOPMENT AND CHANGE, MSPOD

Degree: Master of Science in Positive Organization Development and Change (MSPOD)

Program Overview

The Master of Science in Positive Organization Development and Change (MPOD) is the premier program created and offered by the world-renowned Organizational Behavior Department at the Weatherhead School of Management. The curriculum remains on the cutting edge of positive organization development, results-driven change management, leadership development, coaching, gender, diversity and multi-culturalism (inclusive leadership) and interpersonal and team-effectiveness.

The MPOD program emphasizes strength-based and positive approaches to managing change, designing sustainable organizations, formulating effective strategy, creating high engagement work cultures, leading through emotional intelligence and coaching for deep and lasting personal and professional development. The MPOD program is of value to organizations with aspiring managers who wish to:

- Broaden their knowledge of leading-edge theory and practice in Appreciative Inquiry, strength-based organization development and positive organizational change
- Develop emotional intelligence competencies needed to coach and foster leadership skills and personal growth for oneself and others
- Form high performance teams and flourishing enterprises that foster economic prosperity, ecological advancement and social responsibility
- Build consultative capabilities in strategic-level change interventions that create value for organizations, customers and communities
- Maximize organizational gains by managing the diversity and complexity that characterize today's organizations
- Use experiential learning to promote effective teams and decision making

The MPOD program is grounded in the basic belief that a person can be a powerful instrument for change, and that personal and professional development go hand in hand. The MPOD learning experience enables participants to become more effective leaders and coaches, and design and conduct positive organization change management interventions.

Learning Outcomes

- Students conduct and/or manage strategic level change interventions that create value for customers, clients, and communities.
- Students are conversant in leading edge theory & practice in appreciative inquiry, strength-based human development, and positive organizational change and research.
- Students are personally proficient in emotional & social intelligence competencies, and are able to effectively coach others in leadership & personal development.
- Students are skilled at forming sustainable groups, organizations, and enterprises that are able to align strengths, and make weaknesses irrelevant; and can do so in ways that enable humans to flourish, be economically prosperous, and become ecologically advanced.

Program Requirements

The MPOD program is conducted in modules spread out over four University semesters. The program design uses both onsite and online teaching to accommodate the busy schedules of leaders, managers and staff professionals, and enables students to attend school while continuing to work full time.

MPOD Course List

Code	Title	Hours
MPOD 413	Foundations of Positive Organization Development and Change	3
MPOD 414	Managing Organizational Change and Real-World Challenges	3
MPOD 416A	Leadership, Executive Assessment and Development	2
MPOD 416B	Leadership and Executive Assessment and Development	1
MPOD 418	Flourishing Enterprise	2
MPOD 432	Interpersonal Skills Building	3
MPOD 435	Practicum in Appreciative Inquiry and Positive OD	3
MPOD 439	Individual Field Project	3
MPOD 440A	Inclusive Leadership in a Global Context	2
MPOD 440B	Inclusive Leadership in a Global Context	1
MPOD 470A	Leading Change from a Complexity Perspective	1
MPOD 470B	Leading Change from a Complexity Perspective	2
MPOD 479	Foundations of Strategic Thinking	3
MPOD 480	Dynamics of Effective Change Management Strategies	3
MPOD 498	Global Citizenship and Multi-Cultural OD: International Study Tour	3