OCM 6100. Foundations of Organizational Change. 3 Hours.
Provides a comprehensive introduction to the theory and practice of organizational change. Offers students an opportunity to gain a deep understanding of its history, basic principles, current practices, and technologies. Examines the critical role of the change agent. Surveys the many recognized theories of organization, from the organization as a machine to the organization as a complex adaptive system. Analyzes real-world cases using established organizational change theories and diverse perspectives. Offers students an opportunity to reshape how they think about organizational change and to explore their own effectiveness in assuming the role required for designing, facilitating, and sustaining a change initiative.

OCM 6110. Organizational Assessment and Diagnosis. 3 Hours.
Provides a comprehensive introduction to the theory and practice of organizational change. Offers students an opportunity to gain a deep understanding of its history, basic principles, current practices, and technologies. Examines the critical role of the change agent. Surveys the many recognized theories of organization, from the organization as a machine to the organization as a complex adaptive system. Analyzes real-world cases using established organizational change theories and diverse perspectives. Offers students an opportunity to reshape how they think about organizational change and to explore their own effectiveness in assuming the role required for designing, facilitating, and sustaining a change initiative.

OCM 6120. Leading Change. 3 Hours.
Offers students an opportunity to gain a deep understanding of the relationship between “change leadership strategy” (the tactics employed by those leading change) and “resistance” (the response of those accountable for implementing change). Explores the applicability of change strategies based on the content and context of organizational change. Analyzes resistance—its many sources and dimensions, how it emerges, and how it can be managed. The ability to lead and manage change effectively is a mandatory skill for those working in today’s organizations.

OCM 6130. Enhancing Individual and Group Effectiveness. 3 Hours.
Focuses on the design and facilitation of interventions aimed at improving individual and group performance in support of change efforts. Topics include interpersonal relations, characteristics of effective work groups and teams, team building, process consultation, and individual and group decision making. Offers students an opportunity to investigate the issues inherent in successfully leading a variety of group settings to collective ends by designing, facilitating, and evaluating group interventions in wide-ranging cultural contexts.

OCM 6140. Collective Leadership and Sustainable Change. 3 Hours.
Explores emerging organizational and social change technologies that tap the collective wisdom of a system and transform resistance into a constructive resource for profound change. Leaders are increasingly presented with disruptive challenges and changes that require them to let go of old patterns of thinking and behavior and to sense new future possibilities. Today, over 70 percent of change efforts fail because they end up addressing symptoms instead of the deep systemic issues that need to be addressed but remain hidden in our individual and collective blind spots.

OCM 6962. Elective. 1-4 Hours.
Offers elective credit for courses taken at other academic institutions. May be repeated without limit.

OCM 7995. Project. 3,4 Hours.
Offers students in the final quarter an opportunity to assess, design, and lead a real-world organizational or social change intervention. Instructors employ a structural and supervised process designed to enhance the student’s design, intervention, and evaluation skills. Students have an opportunity to apply the theories, perspectives, values, and behaviors learned during the program. Consulting skills are practiced—contracting, diagnosis, intervention, feedback, and follow-up. Requires a comprehensive report and presentation presented to and assessed by the organization change program faculty.