

# Certificate in Organizational Development

The Graduate Certificate in Organizational Development is designed to allow students to pursue graduate-level advanced studies in the subject area of organizational development, analyze and design high performing organizations; apply coaching, mentoring, and motivational models, and develop leadership skills to lead strategic change initiatives.

This certificate is 12 credits, 6 of which must be taken at Charter Oak. All courses must be completed with a grade of B or above

## Certificate Requirements

OEL 501: Driving Organization Adaptability through Learning Organizations	3 cr
OEL 530: Organizational Development	3 cr
OEL 615: Maximizing the Performance of Organizational Talent through Coaching and Mentoring	3 cr
OEL 643: Leading Successful Change in 21st Century Organizations	3 cr
<b>Total</b>	<b>12 cr</b>

## Student Learning Outcomes

*Students who complete an Organizational Development certificate will be able to:*

1. assess and design learning communities and construct organizational leadership strategies;
2. design and implement organizational change processes; and
3. construct organizational leadership strategies and explain the complexities of organizational design and the interconnection between organizational structures.