

ORGANIZATION DEVELOPMENT AND KNOWLEDGE MANAGEMENT (ODKM)

700 Level Courses

ODKM 700: *Organizations, Management and Work: Theory and Practice.* 3 credits.

This introduction to organizations, management, and work examines ideas and practices from two perspectives: conventional ones that go back to the industrial age and scientific management; and contemporary ones that have to do with organizing knowledge-work. Covers contributions of a range of writers and deals with foundations of OD from the standpoint of both theory and practice. Offered by Schar School of Policy & Govt. May not be repeated for credit.

Registration Restrictions:

Enrollment is limited to students with a major in Organiztn Dev Knowledge Mgt.

Enrollment is limited to Graduate or Non-Degree level students.

Students in a Non-Degree Undergraduate degree may **not** enroll.

Schedule Type: Lecture

ODKM 705: *Group Dynamics and Team Learning.* 3 credits.

Engaging in unstructured and semi-structured learning environment, students will learn how to facilitate team learning for organizational effectiveness. By exploring various aspects of group dynamics such as power, perception, motivation, leadership, and decision making, students will develop various competencies to manage teams and enhance their emotional and appreciative intelligence. Offered by Schar School of Policy & Govt. May not be repeated for credit.

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Schedule Type: Lecture

ODKM 710: *Social and Organizational Inquiry.* 4 credits.

Introduces participants to the ethics, conduct and evaluation of research into human, social and organizational realities. Explores relationships between what and how we measure and what we find. Students develop the capacity to reflect on themselves as research instruments, on their own impact on the systems under study, and on the impact of the research assumptions, framing and approach both on the results obtained and on the future development of those systems. Offered by Schar School of Policy & Govt. May not be repeated for credit.

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Schedule Type: Lecture

ODKM 715: *Creating Learning Organizations.* 3 credits.

Focuses on the epistemological and ontological implications of organizational life in the twenty-first century. Reevaluates traditional management approaches in light of global economies, instantaneous communication, changing technologies, and diverse workgroups in knowledge economies. Special attention to developing skills for "double- and triple-loop learning," and reflection in professional lives through learning conversations, journals, narrative, autobiography, and imaginative literature. Offered by Schar School of Policy & Govt. May not be repeated for credit.

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Schedule Type: Lecture

ODKM 720: *Socio-technical Systems and Collaborative Work.* 3 credits.

Examines the potential of collaborative technologies for creating effective knowledge sharing in organizations. Through the use of tools such as SharePoint, students will gain a comprehensive understanding of the state of the art of virtual work and collaboration technology and other subjects related to successful design of a collaborative knowledge work environment. Offered by Schar School of Policy & Govt. May not be repeated for credit.

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Schedule Type: Lecture

ODKM 725: *Knowledge Management and Strategy.* 3 credits.

An in-depth look at knowledge management, both theory and practices, which distinguishes between technology-oriented KM practices and people-oriented ones, with an emphasis on leveraging and sharing knowledge to get work done well and develop more effective organizations. Examines effective ways of organizing knowledge-work, including social networks, communities of practice, and the use of collaborative technologies. Offered by Schar School of Policy & Govt. May not be repeated for credit.

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Schedule Type: Lecture

ODKM 730: *Special Topics*. 1-3 credits.

Selected special topics in organization development and knowledge management not covered by existing ODKM courses. Offered by Schar School of Policy & Govt. May not be repeated for credit.

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Schedule Type: Lecture

ODKM 731: *Consulting Skills for Organizational Change*. 3 credits.

Explores various theories and practices of change management, collaborative consulting, action research, and organization development. Using class projects and case studies, students bring together their understanding of organization development, their values, and their personal style to perform more effectively in various consulting roles. Students also learn various aspects of process consulting and client relationship management. Offered by Schar School of Policy & Govt. May not be repeated for credit.

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Schedule Type: Lecture

ODKM 732: *Leadership and Social Justice*. 4 credits.

This course challenges participants not just to theorize leadership and social justice but to inhabit them. Reflective understanding and practice span: inner journeys, interpersonal relationships, organizations, and large scale systems. With globalization, ethical leadership requires understanding diverse perspectives and complex systems. Outward leadership relies on inner leadership. Participants cultivate personal leadership philosophy and practice through engaging real-life challenges. Offered by Schar School of Policy & Govt. May not be repeated for credit.

Registration Restrictions:

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Schedule Type: Lecture

ODKM 735: *Organizational Development Practices*. 3 credits.

Students develop applied knowledge of various organizational development practices such as action research and appreciative inquiry. Includes simulations to understand the complexities of real-world change management. Group projects with selected organizations will help students develop their diagnostic and analytical skills to become better facilitators of organizational learning. Offered by Schar School of Policy & Govt. May not be repeated for credit.

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Schedule Type: Lecture

ODKM 740: *Learning Community*. 1-3 credits.

Using workshops, seminars, simulations, and structured experiences, students will learn how to build a learning Community of Practice (CoP) as practitioners of organization development. They will also reflect upon the community building experience using research findings and design practice sessions to apply the lessons learned to the work environment. Offered by Schar School of Policy & Govt. May be repeated within the degree for a maximum 3 credits. Equivalent to MNPS 720.

Recommended Prerequisite: Candidates for the M.S. in ODKM degree only.

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Schedule Type: Lecture