



BAKER COLLEGE
STUDENT LEARNING OUTCOMES
**PSY6810 Organizational Development, Change,
and Consultation**
3 Semester Credit Hours

Student Learning Outcomes and Enabling Objectives

1. Analyze the strategies used in organizational development and change.
 - a. Compare historical and contemporary theories and models of development and change.
 - b. Examine organizational interventions at the individual, organizational and/or group levels.
 - c. Compare strategies and models used in organizational development.
 - d. Examine the factors that affect organizational development such as power, politics, influence, trust, risk, and innovation.
 - e. Distinguish strategies used in organizational change.
 - f. Examine types of organizational change.
 - g. Explore roles and responsibilities in organizational change
2. Assess the foundations of consultation within an organization.
 - a. Evaluate the stages of the consultation process.
 - b. Explore individual (coaching), group and organizational consultation.
 - c. Assess small- and large-scale consultation approaches and theories.
3. Appraise the tools and assessments used in the practice of organizational development, change, and consultation.
 - a. Examine different types of tools and assessments.
 - b. Determine appropriate tools and assessments that fit the organization and situation.
4. Determine ethics as they relate to consultation.
 - a. Examine the ethical guidelines according to consultation.
 - b. Explore the ethical requirements as a consultation competence.

5. Evaluate technological, global and cultural factors as they impact organizational development and consultation.
 - a. Explore relationship development as it varies across cultures (cultural intelligence).
 - b. Assess regulatory requirements from a global perspective.
 - c. Evaluate diversity, equity and inclusion strategies and methods.
6. Communicate effectively using the professional standards of the discipline.
 - a. Apply APA formatting guidelines to paper format, body of paper in-text citations, and references.
 - b. Apply knowledge of writing mechanics (sentence structure, spelling, punctuation, etc.) to enhance professionalism and readability of writing.
 - c. Write and speak in a coherent and clear manner consistent with professional and academic settings.

Big Ideas and Essential Questions

Big Ideas

- Organizational Strategies and Models
- Foundations of Consultation
- Tools and Assessments
- Ethics
- Technological, global, and cultural factors
- Effective Communication

Essential Questions

1. What are the strategies used in organizational development and change?
2. What role do I/O Psychologists play in consultation with organizations?
3. How do I/O Psychologists use tools and assessments with organizations?
4. Why are ethics important in assessing, designing, and delivering interventions?
5. How do global and economic factors create the need for change?
6. Why is it important to communicate effectively using the professional standards of the discipline

These SLOs are not approved for experiential credit.

Effective: Fall 2023