

# Organizational Learning and Performance (OLP)

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## Courses

### **OLP 1199 Experimental Course: 1-6 semester hours.**

The content of this course is not described in the catalog. Title and number of credits are announced in the Class Schedule. Experimental courses may be offered no more than three times with the same title and content. May be repeated.

### **OLP 2210 Competency-Based Equivalency I: 12 semester hours.**

Credit, unique to Workplace Training and Leadership majors, for verified workplace competencies evaluated by review committee. A minimum of 5,000 hours of documented work experience in an occupational specialty is mandatory to apply. A maximum of 24 months of professional-technical, proprietary, or military education successfully completed in an approved program may be applied. Credits are awarded as experiential learning credit. Graded S/U. PREREQ: Junior standing and six required credits in the major. F, S, Su

### **OLP 2220 Technical Education Equivalency: 1-18 semester hours.**

Credit, unique to the Workplace Training and Leadership - Professional-Technical Education majors, for technical competence acquired through verified post-secondary professional technical, proprietary, or military education evaluated by review committee. Graded S/U. F, S, Su

### **OLP 2231 Introduction to Leadership: 3 semester hours.**

This course provides students with the opportunity to explore leadership through inquiry and a variety of learning experiences. Students will combine readings, experiential learning activities, and critical reflection to identify foundational leadership concepts, apply leadership to real-world situations, and develop a philosophy of leadership. D

### **OLP 2296 Independent Study: 1-8 semester hours.**

Addresses specific learning needs of individuals for the enhancement of knowledge and skills within the program area under the guidance of an instructor. May be repeated. Graded S/U or may be letter graded. PREREQ: Permission of the instructor. D

### **OLP 2299 Experimental Course: 1-6 semester hours.**

The content of this course is not described in the catalog. Title and number of credits are announced in the Class Schedule. Experimental courses may be offered no more than three times with the same title and content. May be repeated.

### **OLP 3310 Competency-Based Equivalency II: 12 semester hours.**

Credit, unique to Workplace Training and Leadership majors, for verified supervisory or advanced specialization workplace competencies evaluated by review committee. A minimum of 5,000 hours of documented work experience in an occupational specialty is mandatory to apply. A maximum of 24 months of professional-technical, proprietary, or military education successfully completed in an approved program may be applied. Credits are awarded as experiential learning credit. Graded S/U. PREREQ: Junior standing and six required credits in the major. F, S, Su

### **OLP 3320 Selected Topics: 1-8 semester hours.**

Examination and analysis of special topics for professional-technical education teachers/trainers. May be repeated. PREREQ: Permission of instructor. D

### **OLP 3331 Theories and Models of Leadership: 3 semester hours.**

The course examines classic and contemporary theories and models of leadership. Students will analyze the concepts, strengths, and weaknesses of these leadership theories. Through a variety of experiences, students will use inquiry and critical reflection to connect the application of these theories and models to effective leadership and team practice. D

### **OLP 3399 Experimental Course: 1-6 semester hours.**

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### **OLP 4401 Foundations of Human Resource Development: 3 semester hours.**

Acquaints the student with the various aspects of human resource development: history, philosophy, and theory of HRD. F, S, Su

### **OLP 4402 Designing Training: 3 semester hours.**

Analysis of components of occupations to determine instructional content. Development of instructional materials based on performance objectives and competency identification. F, S, Su

### **OLP 4403 Methods of Training: 3 semester hours.**

Training methods and techniques designed to address workplace issues. F, S

### **OLP 4404 Evaluating Training: 3 semester hours.**

Designing and conducting evaluations for business and industry training, including data analysis and preparation of evaluation reports. F, S

### **OLP 4405 Learning Fundamentals: 3 semester hours.**

Examination of the research related to learning fundamentals and implications for curriculum and instruction. D

### **OLP 4406 Grantwriting: 3 semester hours.**

Reasons for requesting a grant, goal setting, sample projects, identifying funding agencies, submitting a Request for Proposal (RFP), elements of a good proposal, library resources, websites, and other references for grantwriting. D

### **OLP 4407 Instructional Technology in Human Resource Development: 3 semester hours.**

Applying evidence-based instructional principles to design, development, and evaluation of synchronous and asynchronous e-learning. Includes development of online multi-media materials for professional, industry, and educational application. F, S

### **OLP 4409 Professional Readings and Writing in Human Resource Development: 3 semester hours.**

Exposure to the professional literature of human resource development, including practice in writing abstracts of journal articles using APA style. F

### **OLP 4410 Principles of Change: 3 semester hours.**

Critical analysis and discussion of change management theory, principles of leadership and change, and an in-depth review of principles related to personal change. Includes a review of current issues in managing transitions, leading change. D

### **OLP 4411 Consulting Skills in Human Resource Development: 3 semester hours.**

Create strategies for working with various stakeholders and factors in the consulting process. Appropriate for HRD professionals and others who find themselves in a position to influence without authority while collaborating with others to get work done. D

***OLP 4412 Organizational Development: 3 semester hours.***

Investigating and applying the elements and practices used in industry to assist organizations in addressing such things as team dynamics, employee motivation, workplace culture and climate, organizational change and performance. D

***OLP 4431 Workplace Leadership: 3 semester hours.***

Supervising in a professional-technical education or corporate training setting. Study human relations factors: planning, organizing, evaluation, staff development, labor relations, and personnel policies/practices. D

***OLP 4432 Special Topics in HRD: 3 semester hours.***

This course focuses on trends and shifts in the world of work. F, S, Su

***OLP 4433 Coaching Skills for Leaders: 3 semester hours.***

Introduction to the processes and range of core skills necessary to coach individuals in an organizational setting. Appropriate for HRD professionals, leaders, and others who are responsible for coaching, as well as navigating resistance and barriers while coaching. F, S, Su

***OLP 4441 Contemporary Leader Development: 3 semester hours.***

This course focuses on leadership development models and/or products presently used in industry to assist companies in addressing work and performance issues. D

***OLP 4444 Ethics and Diversity in the Workplace: 3 semester hours.***

A contemporary exploration of issues related to both ethics and diversity in the workplace. F

***OLP 4450 Principles of Adult Education: 3 semester hours.***

Provides an understanding of adult education as a field of academic inquiry and professional practice. Examines current and past trends and practices of adult learning. D

***OLP 4452 Reframing Organizations: 3 semester hours.***

Directed exploration of issues pertaining to the functions of human resource development (HRD) and the influence of perspective on organizational development. Emphasis is on understanding organizations through the perspectives or frames of structural, human resource, political, and symbolic approaches; and how reframing perspective deepens understanding and broadens opportunity for progress. D

***OLP 4453 Employee Engagement and Motivation: 3 semester hours.***

An introduction to the concepts of employee engagement and motivation in the workplace. D

***OLP 4454 Adobe for Learning and Development: 3 semester hours.***

This course introduces and engages students with Creative Cloud, and the challenges and opportunities that these tools can offer in education and training. Aspects of the Creative Cloud will be introduced to provide a complete overview of the tools and what they are used for and how to implement them. Using these tools in context of their personal educational subject, students will gain introductory insight into the solutions these tools provide. F, S

***OLP 4455 Advanced Adobe for Learning and Development: 3 semester hours.***

This advanced course engages the student in the use of Creative Cloud in the professional setting. Advanced elements of Creative Cloud will be investigated to provide a complete understanding of the tools, their use and their implementation in educational and training settings. Using these tools in context of their personal educational subject, students will gain expert insight to the solutions these tools provide. F, S

***OLP 4457 Facilitating Adult Learning: 3 semester hours.***

Study of the needs and interests of adult learners in business and industry using Andragogy. Planning of conferences and workshops for adult learners. D

***OLP 4461 Directed Studies: 1-4 semester hours.***

Individual work under staff guidance. Field research on specific occupational advances in technology. May be repeated for a maximum of 6 credits. PREREQ: Permission of instructor. D

***OLP 4464 Facilities Management: 3 semester hours.***

Organization, safety, and management of facilities. An in-depth study of facility requirements and facility planning. F, S

***OLP 4498P Professional Development Workshop: 3 semester hours.***

New methods and opportunities to enhance and supplement skills. Subject to the approval of the dean of the student's college, a maximum of eight credits earned in workshops may be applied toward a degree; students taking the courses only for personal development may choose the 0-credit option; those seeking professional development must choose a for-credit option. Graded S/U. D

***OLP 4499 Experimental Course: 1-6 semester hours.***

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