Overview

Make immediate, valuable impact in your organization with our highly-regarded Master of Education in Education and Human Resource Studies – Organizational Learning, Performance, and Change (OLPC) specialization.

Utilizing the latest research on change management and performance improvement, our organizational management degree will help you produce viable solutions and move you toward becoming a strategic business partner in the companies you work with.

If you’re looking for a master’s in organizational development and human resource training and development, this program may be the right fit for you. Our innovative curriculum prepares you to become an effective manager, leader, and facilitator as you learn how to:

- Analyze workplace issues
- Diagnose the need for organizational change, then plan and implement that change
- Enhance performance systems
- Conduct performance consulting
- Understand and develop workplace expertise within employees
- Develop and implement workplace learning
- Evaluate learning and performance improvement interventions

Focusing on workplace learning and organizational learning as two key areas, our performance improvement degree teaches you how to apply foundational principles to teams, systems, processes, and organizations to build programs and deliver custom improvement interventions that make them function more effectively. You’ll also use action learning projects that feature real organizational scenarios to address problems involving employee strengths, interaction, and performance.

We also offer an organizational learning, performance, and change doctorate program.

Delivery

Online

Credits

33

Tuition

$659 per credit; financial aid is available

Time Frame

Can be completed in 2 years

Degree Awarded

Master of Education in Education and Human Resource Studies; transcript reflects the Organizational Learning, Performance, and Change specialization

Offered By

School of Education

Learn More

online.colostate.edu/degree/olpc

Contact our Student Success Team to get started! (970) 492-4898 online.colostate.edu/contact

I could not do what I am doing right now without going through the OLPC program. I am using everything that was taught and the ‘real life’ practice we obtained from our homework throughout the program is paying great dividends in my work. What I learned and how I am using the learning is impacting my clients in a positive, proactive, and strategic way.

Jon Drogeho
Human Resources Consultant
**Curriculum**

The immersive curriculum focuses on building your skills in facilitating learning, performance improvement, and change in an organizational setting. Your studies will incorporate training and development skills for improving individual and team effectiveness, and organizational development concepts and tools for driving performance and managing change. All courses in this degree are 12-weeks in duration.

**Courses**

- EDOD 506 – Human Resource Development
- EDOD 671 – Establish Relations, Diagnose Organizations
- EDOD 673 – Plan and Implement Change Interventions
- EDOD 674 – Analyze Workplace Learning
- EDOD 675 – Design, Develop, Implement Workplace
- EDOD 676 – Evaluate Workplace Learning
- EDOD 677 – Action Learning and Inquiry
- EDOD 678 – Assess Change Interventions

The two seminar courses provide opportunities to learn from practitioners and study cutting-edge topics and applications in the industry.

- EDOD 692A – Seminar: HRD Concepts on Workplace Learning
- EDOD 692B – Seminar: HRD Concepts on Organizational

The research course is a comprehensive course which culminates the knowledge across the program into an individual applied learning project similar to a capstone project, and is taken during the last semester of your program of study.

- EDRM 698 – Research

**Minimum Admission Requirements**

- A bachelor’s degree from a regionally accredited postsecondary institution or a CSU recognized international institution is required.
- Minimum 3.00 GPA
  
  Applicants whose GPA is lower than 3.00 must demonstrate their potential for academic success by providing additional evidence such as: additional recommendation letters showing strong potential for graduate studies; completion of six credits of graduate level coursework; or GRE scores.
- Minimum five years professional work experience
- GRE scores are not required

**Completion Requirements**

- 33 course credits including a comprehensive project and presentation
- 24 credits must be earned from Colorado State University, 21 of which must be earned after formal admission
- Must have access to an organization to analyze challenges and issues within a workplace setting to satisfy applied learning activities and assignments throughout the program

**Transfer Credit**

A maximum of nine credits in EDOD courses taken at Colorado State University can be applied to this program before admission. A maximum of three credits can be transferred in from other universities if approved by the program coordinator prior to admission.