**Master of Arts in Organization Development and Change**

Students who complete the Master of Arts in Organization Development and Change will:

1. Incorporate the foundations, history, and evolution of organization development and change, social, political, and economic forces that led to the emergence of ODC in their interactions with organizations.
2. Integrate a systems perspective in their diagnosis, assessment, intervention planning, and implementation of interventions of organizational development and change process.
3. Employ classical and emerging theories and models of development and change in the design of interventions, process improvements, and related activities using facilitation and process consultation for individuals, groups, and organizations.
4. Lead change and development activities through entering a system, developing effective relationships, contracting for goals, outcomes, and resources; discovering, diagnosing, assessing, designing, and selecting interventions at the appropriate level of a system based on knowledge of self, individual employee, and organizational values.
5. Assess organizational/system shared assumptions, attitudes, beliefs, values, and norms at the group, organizational, national, and global levels in order to determine the appropriateness of the culture for change.
6. Conduct a systems-based diagnosis of organizations, assess and evaluate collected data, and feedback results to stakeholders following an action research model.