The Accelerated Master of Science in Management and Organizational Behavior is a 13-month program which provides a state-of-the-art education to management professionals with a concentration in Organization Development and Change Management. For more than five decades, Benedictine’s Master of Science in Management and Organizational Behavior program has been a respected global leader in educating business experts and professionals in the fields of organizational behavior, human resources and organization development. Built on a successful graduate-level education, this program is intended for working professionals currently holding positions in organization development, line management or a closely related field such as human resource management. In addition to the Accelerated Master of Science (M.S.) in Management and Organizational Behavior program, Benedictine University offers a traditional M.S. in Management and Organizational Behavior, certificate programs and a Ph.D. in Organization Development. For more information about these programs, call the M.S. in Management and Organizational Behavior office at (630) 829-6223 or the Ph.D. office at (630) 829-6208.

**Locations**

Benedictine University  
5700 College Rd. • Lisle, IL 60532

Benedictine University at Springfield  
1500 North Fifth Street • Springfield, IL 62702

**Contemporary Trends in Change Management Lecture Series**

The Contemporary Trends in Change Management Lecture Series has been a hallmark of the M.S. in Management and Organizational Behavior program for more than 30 years. Devoted to addressing state-of-the-art issues in organizational behavior and organization development, this weekend lecture series has featured a number of top national academicians and consultants, including Peter Block, Robert Blake, Warner Burke, David Cooperrider, Kathie Dannemiller, Peter Senge and Peter Vaill.

**Benedictine University** is located in Lisle, Illinois just 25 miles west of Chicago. Founded in 1887 by the Benedictine monks of St. Procopius Abbey, Benedictine provides 55 undergraduate majors and 17 graduate and four doctoral programs. *Forbes* magazine named Benedictine among “America’s Top Colleges” for the third consecutive year in 2013. Benedictine University’s Master of Business Administration (M.B.A.) program is listed by *Crain’s Chicago Business* as the fifth largest in the Chicago area in 2013. For more information, call the Enrollment Center at (630) 829-6300, email admissions@ben.edu or visit www.ben.edu.
Curriculum

Independent Study
Each quarter, four credit hours of the program are devoted to field experience. This allows the student to customize the program and research topics of special interest in collaboration with a faculty advisor.

Lecture Series
A one-day workshop with nationally known professionals and practitioners in the field of organization development is presented in the spring and fall. Students will participate in three lectures during the program.

Advanced Topics in Organization Development
During the program, there will be three workshops designed to introduce theory and practice of innovative work in organization development and to provide students with access to cutting-edge interventions, research and professionals.

Organizational Behavior
The basic theory and applications of administration and management are covered. Emphasis is on organizational behavior, including problems of motivation, leadership and organization design.

High Performance Work Systems/Large Group Interventions
The development of appropriate levels of employee participation, increasing the psychological rewards of the employee and the quality and productivity of the organization are covered. Emphasis is on the design of high-performance work systems using large group interventions.

Process Consultation
The concepts, methods and philosophy of process consultation and its role in organization development are covered. This course emphasizes the application of this key activity in consulting to organizations, groups and individuals.

Strategy, Structure and Decision Making
The focus is on the role of management in the development of organizational strategy, the decision-making process and development of appropriate organizational structure and control systems. Case analysis is used as a major method for understanding and applying macro-behavior and management science concepts to the resolution of managerial and organizational problems.

Team-Building
A working knowledge of team-building, its theoretical basis and its strengths and weaknesses as an organization development intervention, is developed.

Methods of Organizational Research
Alternative methods of research design for organizational studies are covered. Emphasis is on academic and practitioner research issues and skill building in the logic and practice of organizational research. This includes qualitative and quantitative research design, data collection, analysis and report writing.

Ethics and Social Responsibility in Management
Important ethical theories are examined and the need for social responsibility in business and other organizations is considered. The ethical dilemmas faced by managers in such areas as marketing, product safety, the environment, job discrimination and dealing with people in an organization are studied.

International Organization Development
Organization Development (OD) values and their relationship with national and cultural values are explored using case studies involving application and adaptation of management and OD practices to local situations differing by organizational and national cultures.

Strategic Management
This course requires management students to use the disciplines and techniques learned during their degree program. Strategy formulation and implementation concepts are discussed using cases and readings.

Career and Human Resource Planning
Current theory and research in career and manpower planning, including techniques of career planning and individual organization, affirmative action and change are covered.

Independent Study/Conference Presentation
Students will be required to attend/present at one of the major organization development conferences.

Accounting*
A broad range of financial techniques applied to business and organizational problems are surveyed. Interpretation and analysis of problems is stressed.

Data Processing and Management*
The uses of information systems for effective operations, decision-making and strategic advantage are surveyed. Emphasis is on how information systems are used to support a business strategy.

Statistics*
This course is an introduction to the basic tools required to evaluate and use statistical analysis. Topics include central tendency, sampling distributions, hypothesis testing, probability and correlation/regression.

* Transfer credit may be considered

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