

Program Overview

The Accelerated Master of Science in Management and Organizational Behavior (A.M.S.M.O.B.) Program provides a state-of-the-art education to management professionals with a concentration in organization development and change management. Built on a 40-year history of 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 A.M.S.M.O.B. program, Benedictine University offers a traditional M.S.M.O.B., certificate programs and a Ph.D. in Organization Development. For more information about these programs call the M.S.M.O.B. office at (630) 829-6223 or the Ph.D. office at (630) 829-6208.

Locations

Benedictine University
5700 College Road • Lisle, Illinois 60532

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

Contemporary Trends in Change Management Lecture Series

For more than 30 years, a hallmark of the M.S.M.O.B. program has been the Contemporary Trends in Change Management Lecture Series, a weekend lecture series devoted to addressing state-of-the-art issues in organizational behavior and organization development. The series has brought to campus top national academicians and consultants, including Peter Block, Robert Blake, Warner Burke, David Cooperrider, Kathy Dannemiller, Peter Senge and Peter Vaill.



About Benedictine University

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 50 undergraduate majors, 13 graduate programs, a world-renowned Ph.D. in Organization Development and an Ed.D. in Higher Education and Organizational Change. Benedictine has consistently been named one of the top schools in the Midwest Region and ranked sixth in Illinois for Racial Diversity by *U.S. News & World Report*® for 2009. For more information, call the Enrollment Center at (630) 829-6300, e-mail admissions@ben.edu or visit www.ben.edu.



Benedictine University
5700 College Road
Lisle, Illinois 60532

2009-2010



The Accelerated Master of Science in Management and Organizational Behavior

(A.M.S.M.O.B.)

Concentrating in Organization Development and Change Management



Benedictine University®

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 at least two 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 is 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 (O.D.)

Organization development (O.D.) values and their relationship with national and cultural values are explored using case studies involving application and adaptation of management and O.D. 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*