Organization, Learning, & Technology Courses

OLT 510 - Utilizing Effective Instructional Technologies
Hours: 3
Provides instructional designers and trainers with knowledge and skills for selecting, applying, and evaluating basic instructional techniques and learning principles. Students will demonstrate competencies in presentations utilizing various instructional technologies and techniques.

OLT 514 - Organization Development
Hours: 3
This course familiarizes students with concepts, models, theories, and techniques for planning, facilitating, and evaluating Organization Development (OD) change efforts. Students will develop skills and competencies necessary to carry out a variety of roles and strategies for internally and externally implementing OD interventions.

OLT 515 - Cultural Issues in Organizations
Hours: 3
This course covers major frameworks for analyzing and characterizing types and levels of culture that matter to organizations. Examples include types of national, regional, and organizational culture. Diversity and conflict resolution will be also covered. Students will design an effective training or learning solution by applying learned concepts and frameworks.

OLT 516 - Fundamentals of Work Engagement
Hours: 3
The course explores current organization development policies and practices in today's organizations. The focus will be on work engagement, an increasing area of interest that has implications for organizational culture, performance, work-life balance, and a host of employees' well-being and behaviors.

OLT 528 - Introduction to Presentation Design
Hours: 3
This course will cover how to design a professional presentation for commonly performed tasks by learning and development professionals, such as call to actions, task explanation, or career development. Students will develop and deliver a recorded or live presentation addressing needs for clarity, structure, and audience attention.

OLT 553 - Organizational Leadership
Hours: 3
This course includes topics related to the role of leadership in employee development and organizational changes. Included are major theories and principles of organizational leadership and skills to identify, measure, and evaluate leadership effectiveness.

OLT 554 - Principles of Adult Learning
Hours: 3
This course explores adult development to promote an expanded understanding of issues and practices in adult education. The course focuses on three core areas of concern in adult education: acknowledgment of learner experience, promotion of autonomy and self-direction, and establishment of teacher-learner relationships in the adult environment.

OLT 560 - Workplace Learning, Development, and Performance
Hours: 3
This course provides talent development professionals with knowledge and skills for identifying and combining organizational learning, development, and performance improvement solutions. Topics also cover how to evaluate a good balance or mix of various learning and performance solutions.

OLT 563 - Talent Development
Hours: 3
Survey of major talent development approaches to align human resources with organizational goals and workforce planning. Students will diagnose the current talent development or management strategies, analyze organizational and individual competencies, assess the current people development practices, and create a plan that aligns learning, leadership, and career solutions.

OLT 570 - Seminar in Human Resource Development
Hours: 3
One topic will be selected in consideration of workforce trends and demands. Exemplary topics include diffusion of innovation, people analytics, smart work, digital workplace, meaning of work, organization development, and leading changes.

OLT 575 - Performance Consulting

Hours: 3

Survey of human performance technology approaches and tools to improve the performance of individuals, work groups, work processes, and an organization. Students will collaboratively identify organizational performance problems, suggest instructional and non-instructional interventions based upon data-driven performance analysis, and design or evaluate programmatic solutions in cooperation with the clients throughout the entire process.

OLT 578 - Instructional Design and Development

Hours: 3

Same as ETEC 578. Students will utilize a systems approach to design and develop instruction. The five phases of instructional design: analysis, design, development, implementation, and evaluation are examined.

OLT 589 - Independent Study

Hours: 1-4

Independent Study. One to four semester hours. Individualized instruction/research at an advanced level in a specialized content area under the direction of a faculty member. May be repeated when the topic varies. Prerequisites: Consent of Program Coordinator.

OLT 590 - Program Evaluation

Hours: 3

Methods of inquiry and analysis to evaluate the effectiveness of training, development, and performance improvement programs. Topics include various evaluation models, ways to assess satisfaction, learning, behavioral changes, and impacts, and how to integrate evaluation with planning or continuous improvements.

OLT 595 - Research Methodology

Hours: 3

This course provides an overview of research methodology to include core concepts and common procedures employed in quantitative and qualitative research methods.

OLT 597 - Special Topics

Hours: 3

Organized class. May be repeated when topics vary.