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Course Focus: Organizational development efforts are difficult and complex. Part of the reason for this difficulty is that change can and should occur at several levels: individual, group, and organization. Further, even carefully planned change has many unintended consequences. Although a thorough exploration of change and its consequences at all these levels is well beyond the scope of this course, we will be cultivating awareness of change as a complex phenomenon that occurs simultaneously on a variety of levels and in unexpected ways. This class will introduce basic concepts and theories related organizational development and change, and provide opportunities for class participants to apply these concepts to organizational cases, analyzing organizations and designing interventions.

By the end of this course, class participants should be able to:

1) Understand and apply basic theoretical concepts related to organizational development and change to organizational contexts;
2) Analyze organizational contexts for planned change, and design appropriate interventions;
3) Communicate the analysis and design clearly.

Course Format. The class will use a variety of strategies for learning, including analysis and discussion of readings & cases, class presentations, and videos. These learning strategies will allow the class to build their knowledge of organizational development concepts and theories, and apply them to cases. This course will be interactive and will depend heavily on participant participation in learning and discussion.