

Certificate Program in Training and Organization Development

The Adult and Organizational Development program offers a Certificate program in Training and Organizational Development consisting of four courses focusing on adult training, team development, and organizational change in diverse settings, such as educational, community-based and governmental organizations, associations and the workplace. The certificate program is intended for adult educators and administrators, trainers, consultants, program and instructional developers, and facilitators. It will serve as a training ground for individuals wishing to enter into these professions and as an opportunity for mid-career professionals to upgrade their skills.

The certificate can be completed within a one-year period. Courses are designed for working professionals and are offered in evening and weekend formats. For more information, contact Ms. Alice Jackson @ (215) 204-8078.

Coursework

12 graduate credits from Temple's program in Adult and Organizational Development (all credits are transferable to the AOD master's program).

AOD 502 System Dynamics

This course explores frameworks for understanding dynamic social systems, which form the bases for research, assessment, planning, and intervention in organizations. Linear and nonlinear theories will be examined especially as they may be applied to organizational training and development.

AOD 504 Facilitation of Adult Learning

This course examines teaching and learning transactions in adult educational settings and the methods and techniques appropriate for training adults in acquiring both technical and non-technical knowledge, attitudes and skills.

Select one of the following:

AOD 522 Interpersonal Skills Training

This course focuses on identifying the core competencies a person needs in any interpersonal or team setting and selecting training methods that promote skill development.

Applications to training in management, teamwork, diversity, customer service, and sales are examined.

AOD 523 Training Design and Delivery

This course examines the design of active, experientially based training programs in public and private sector organizations. Topics such as setting objectives, creating learning activities, and promoting back-on-the-job application training programs are included.

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Select one of the following:

AOD 531 Organizational Assessment, Design, and Strategy

This course is designed to enhance understanding of models and methods for assessing organizations, for strategic and focused planning, and for the creation of alternative system designs that may be employed to determine deliberate interventions.

AOD 532 Leadership and Management

This course addresses the theoretical understandings that guide appropriate implementation of professional managerial and facilitative roles in adult and organizational development. Students will gain increased clarity regarding contextually appropriate practice of both management and leadership.

Admissions

To gain admission, applicants must provide:

- A statement of goals congruent with the mission of the certificate program
- A professional resume

To obtain an application for the certificate program, call (215) 204-8078.