

Master of Science in Talent & Organization Development

MSTOD Curriculum & Specializations

6 Required Core Courses (18 credit hours)

Take all of the following courses.

- TOD 600 Leadership Development
- TOD 605 Principles of Talent and Organization Development
- TOD 615 Business Acumen
- TOD 620 Interpersonal and Group Dynamics
- TOD 630 People Analytics: Optimizing Human Capital with Data
- TOD 695 Applied Capstone

1 Required Residency (0 credit hours)

- TOD 603 MSTOD Residency

1 Flexible Core Courses (3 credit hours)

Choose one of the following courses. All courses can also be taken as electives.

- TOD 610 Organizational System Change
- TOD 625 Introduction to Coaching Theories and Applications
- TOD 635 Talent Management
- TOD 645 Talent Strategies

3 Elective Courses (9 credit hours)

Take any three electives or take three specific courses to earn a specialization.

- TOD 610 Organizational System Change
- TOD 622 Understanding Social Identities
- TOD 624 Cross-cultural Management
- TOD 625 Introduction to Coaching Theories and Applications
- TOD 632 Conflict and Negotiation
- TOD 634 Advanced Coaching Theories and Practice
- TOD 635 Talent Management
- TOD 636 Coaching Practicum
- TOD 638 Entrepreneurship: New Venture Creation
- TOD 640 Learning and Facilitation
- TOD 642 Applied Assessments and Measurements
- TOD 643 Principles of Project Management
- TOD 644 Management Consulting
- TOD 645 Talent Strategies
- TOD 646 Transformational Change
- TOD 648 Creative Connections
- TOD 649 Inclusion & Engagement in Organizations
- TOD 650 Contemporary Leadership: Theory and Application
- TOD 651 Stakeholder, Client, and Relationship Management
- TOD 652 International Experience
- TOD 654 Independent Study: Talent & Organization Development
- TOD 665 Internship
- TOD 670 Topics in Talent & Organization Development

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MSTOD Specializations

Specializations are optional.

Executive Coaching

This specialization is intended for individuals who are seeking to develop their coaching skills to be a professional coach, HR professional, or manager/leader. The Executive Coaching specialization is designed and facilitated in alignment with International Coaching Federation's (ICF) competency model and Code of Ethics. An application will be submitted to ICF in May 2025 to apply for ICF Level 1 (ACC) accreditation starting in August 2025 for the two coaching courses listed below. This specialization is the only one that is made up of 2 required electives (6 credit hours) instead of 3 elective courses.

Required Electives

- TOD 625 Introduction to Coaching: Theories and Applications
- TOD 634 Advanced Coaching: Theories and Practice

Optional Elective

- TOD 639 Mentor Coaching (1 credit hour, only for those seeking ICF Level 1 Accreditation)

Inclusion and Engagement Management

This specialization is intended for individuals who are seeking to specialize in workplace inclusion and engagement. Students will study cultural competence, equity, as well as effective inclusion initiatives in organizations. Students will also learn about diversity in a global economy and the importance of diverse work, family, and career considerations for organizations.

Required Electives

- TOD 622 Understanding Social Identities
- TOD 649 Inclusion & Engagement in Organizations

Plus, one of the following electives

- TOD 624 Cross-cultural Management
- TOD 645 Talent Strategies
- TOD 652 International Experience

Learning and Development Management

This specialization is intended for experienced human resources (specifically learning and development) professionals seeking to expand their knowledge and skills and individuals transitioning to a learning and development, leadership development, or consulting roles. The curriculum is influenced by the Association for Training and Development's (ATD) Talent Capability Model.

Required Electives

- TOD 640 Learning & Facilitation
- TOD 642 Applied Assessments & Measurements

Plus, one of the following electives

- TOD 625 Introduction to Coaching: Theories and Applications
- TOD 649 Inclusion & Engagement in Organizations
- TOD 643 Principles of Project Management

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Organizational Leadership

This specialization is intended for individuals in or seeking leadership positions within their organization. Students go beyond the technical skills that enable you to perform well and gain the skills that are critical for leading an organization and create an inspiring vision for others to follow.

Required Electives

- TOD 650 Leadership Skills & Techniques

Plus, two of the following electives

- TOD 622 Understanding Social Identities
- TOD 625 Introduction to Coaching
- TOD 632 Conflict & Negotiation
- TOD 645 Talent Strategies
- TOD 646 Transformational Change
- TOD 649 Inclusion & Engagement in Organizations

Stakeholder, Client, & Relationship Management

This specialization provides the tools, knowledge, and applications to effectively interact with a range of internal and external stakeholders. It focuses on people management skills, communications, interpersonal skills, and relationships. This specialization supports individuals interested in starting or advancing in the following career paths: relationship managers, client relations managers, client service managers, client experience staff, product managers, sales managers, brand managers, marketing managers, internal and external consultants, business unit leaders, and anyone who values relationships as part of their role.

Required Electives

- TOD 651 Stakeholder, Client, & Relationship Management

Plus, two of the following electives

- TOD 625 Introduction to Coaching: Theories and Applications
- TOD 643 Principles of Project Management
- TOD 644 Management Consulting
- TOD 645 Talent Strategies
- TOD 648 Creative Connections
- TOD 649 Inclusion & Engagement in Organizations
- TOD 650 Leadership Skills & Techniques

Strategic Human Resources Management & Consulting

This specialization is intended for individuals seeking leadership and consulting roles in Human Resources. Students will gain understanding of alignment of organizational goals and effective talent management. Students explore modern practices and develop skills for implementation of HR programs and policies.

Required Electives

- TOD 645 Talent Strategies

Plus, two of the following electives

- TOD 610 Organizational Systems Change
- TOD 624 Cross Cultural Management
- TOD 642 Applied Assessments
- TOD 640 Learning and Facilitation
- TOD 644 Management Consulting
- TOD 649 Inclusion & Engagement in Organizations