

# GBUS 515 : Individual and Organizational Development

This course is designed to provide students exposure to organizational development (OD), which utilizes the application of behavioral science to adapt to change and improve individuals and systems within an organization. The goal of OD is to help individuals function better within an organization system. Organizational Development has the power to dramatically improve companies and the well-being of employees. Going forward, successful organizations will be those that build an effective employee experience that attracts, retains and engages the right talent. The right staffing ensures continuous organizational improvement through strategic alignment of structure, staff, skills and culture. OD attempts to bring about positive change throughout the system (individual, group and organization) using a wide variety of interventions.

**Credits** 4

**Prerequisites**

[BUS 204](#) or Professional Management Experience

**Semester Offered**

Offered spring