Human Resource Development

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HRD 100. Human Resource Development Leadership Laboratory. 2 credits.
Hands-on practicum of leadership strategies and techniques designed to give each student a better appreciation for the dynamics of leadership in intimate, physically challenging and stressful environments, both indoors and out. Students operate in teams which are formed and reorganized on a continuous basis, surrounded by peers at several levels of leadership experience and training. Collaborative learning is enhanced when students apply what they learn in class by describing relevant lessons learned though experiences outside the classroom. The focus of this course is to provide students with the opportunity to lead and follow in an observed setting and receive constant feedback and mentoring on their demonstrated leadership skills. Students learn though leading as well as through a critical reflection, inquiry, dialogue and group interaction. Everyone is responsible for contributing to the learning process.

HRD 101. Introduction to Leadership. 1 credit.
An introduction to: various leadership styles and their effect on organizations; insights into the leader’s roles and responsibilities within the context of the organization; character and values based leadership; basic leadership actions; the importance of self-improvement in the areas of time management, health and fitness, goal setting, academic accomplishment and communication; group dynamics; and the development of interpersonal skills. Corequisite: HRD 100.

HRD 145. Leadership in a Diverse World. 3 credits.
This leadership course, focusing on diversity, examines leading, leadership and change while encouraging practical application. Students conduct research on leadership in a diverse world, explore change leadership from multiple perspectives and examine leadership in everyday settings, particularly daily leader and follower interaction. Self-assessment of diversity and leadership assumptions, models, context and themes are addressed.

HRD 201. Leadership Styles Theory and Application. 2 credits.
Explores the dimensions of creative and innovative leadership strategies and styles by examining team dynamics and two historical leadership theories that form the basis of the leadership framework (train and behavior theories). Students practice aspects of personal motivation and team building in the context of planning, executing and assessing team exercises and participating in leadership skills labs. Focus is on continued development of the knowledge of leadership values and attributes through an understanding of institutional structures, duties and responsibilities of organizational/institutional leaders, and leadership in small organizations. Case studies provide tangible context for learning leadership skills, values, actions and attributes as they apply to a contemporary setting. Prerequisites: HRD 100, HRD 101. Corequisite: HRD 202.

HRD 202. Developing Leader Skills. 2 credits.
Examines the challenges of leading teams in a complex contemporary operating environment. This course highlights dimensions of leadership actions as well as developing an understanding of the process to develop plans and orders for others to execute. Continued study of the theoretical basis of the leadership framework explores the dynamics of adaptive leadership in the context of historical settings.

**HRD 240. Introduction to Human Resource Development.** 3 credits.
An introduction to the role and scope of human resource development with particular emphasis on required competencies for HRD professionals. Critical moral and ethical issues are introduced. *Prerequisite: Must be declared HRD or educational media minor.*

**HRD 245. Leadership in Organizational Settings.** 3 credits.
An examination of the principles of leadership and their application to group settings. Emphasis will be placed on the critical appraisal of the facets of leadership through the use of cases and readings. *Prerequisite: Must be declared HRD or educational media minor.*

Provides the basic skill level for students in the area of performance analysis and subsequent assessment. Particular emphasis is placed on actual analysis and assessment situations with application to program and curricular design. *Prerequisites: Human resource development minor and HRD 240.*

**HRD 400. Human Resource Development Internship.** 3 credits.
A structured internship experience designed to provide students with the opportunity to contribute within an actual work setting the role and scope of human resource development efforts. Minimum 400-hour experience approved by the program coordinator. Credit may not be earned for both HRD 400 and LTLE 401. *Prerequisite: Adviser permission required.*

**HRD 480. Learning in Adulthood.** 3 credits.
A study of the learning processes of the adult learner with an emphasis on adaptations of the instructional process to accommodate the differences inherent in the adult learning environment. Practical applications to actual adult learning situations are included.

**HRD 485. Development of Materials and Programs.** 3 credits.
This course is designed to provide students with the basic skills necessary to design and develop performance-based training programs and courses. Emphasis will be placed on the actual design and development of training materials. *Prerequisites: HRD 240, HRD 245, HRD 370 and HRD 380.*