

## Why Organization Development and Knowledge Management?

Learn to lead change in complex organizations. Through Mason's **Master of Science in Organization Development and Knowledge Management (ODKM)** cohort program, you will explore organizational leadership theory and practice, the shift from hierarchical structures to group-based learning, and best practices to promote the creation of adaptive, collaborative work environments. ODKM graduates have the capacity to manage and evaluate change in government, corporate, and nonprofit organizations.

### Program Director – Dr. Tojo Thatchenkery

A complete list of Schar School faculty and their CVs can be found at <http://schar.gmu.edu/faculty>.

## Curriculum Requirements

The ODKM master's program requires **38 credit hours (35 credit hours with approved internship waiver)**. Students who possess the requisite professional experience will be waived from the 3 credit hour internship requirement. **As an executive cohort program, students are expected to take the course load outlined below:**

\*Full-time option available for students that require 9 credit hours per semester (e.g., International, Military, etc.)

SEQUENCE	COURSE NAME AND DESCRIPTION
Fall 1	<b>ODKM 700</b> <u>Foundations of Organization Development &amp; Knowledge Management</u> : Examines ideas and practices from two perspectives: conventional ones that go back to the industrial age and scientific management, and contemporary ones that have to do with organizing knowledge-work.
	<b>ODKM 705</b> <u>Group Dynamics and Team Learning</u> : Learn how to facilitate team learning for organizational effectiveness. Exploring group dynamics such as power, perception, motivation, leadership, and decision-making, developing competencies to manage teams, and enhance emotional and appreciative intelligence.
Spring 1	<b>ODKM 710</b> <u>Social and Organizational Inquiry</u> : Introduces participants to the ethics, conduct, and evaluation of research into human, social, and organizational realities.
	<b>ODKM 721</b> <u>Foundations of Coaching</u> : Introduces participants to theories that underpin the relatively new field of coaching in organizations. Explores the history and development of the field and its usefulness in the practice of organizational development.
Summer 1	<b>ODKM 722</b> <u>Coaching and Organization Development</u> : This course engages students at the cutting edge of transformational organizational change, in both theory and practice, that is beginning to emerge through synergies between the disciplines of coaching and organization development.
	<b>ODKM 731 (elective)</b> <u>Consulting Skills for Organizational Change</u> : Explores various theories and practices of change management, collaborative consulting, action research, and organization development. *Students are allowed to choose other courses to satisfy this requirement with advisor approval*
Fall 2	<b>ODKM 715</b> <u>Creating Learning Organizations</u> : Focuses on the epistemological and ontological implications of organizational life in the twenty-first century. Reevaluates traditional management approaches.
	<b>ODKM 725</b> <u>Knowledge Management &amp; Collaborative Work</u> : An in-depth look at knowledge management, both theory and practices, distinguishing between technology-oriented KM practices and people-oriented ones.
Spring 2	<b>ODKM 732</b> <u>Leadership and Social Justice</u> : Exposes participants to leadership theories, approaches, cultures, traditions, and moderating influence of diverse contexts.
	<b>ODKM 735</b> <u>Organization Development Practices</u> : Students develop applied knowledge of various organizational development practices such as action research and appreciative inquiry.
	<b>ODKM 740</b> <u>Learning Community</u> : Using workshops, seminars, simulations, and structured experiences, students will learn how to build a Learning Community of Practice (CoP) as practitioners of organization development [ <i>Prerequisite: candidates for the MS in ODKM degree only</i> ].
Other	<b>POGO 794</b> <u>Professional Internship</u> : May be waived if student has relevant work experience.

## Admissions Information

For admission consideration to the Organization Development and Knowledge Management master's program, applicants must hold a bachelor's degree or equivalent from an accredited university or college.

Application Deadlines	FALL TERM
Domestic Students	May 1
International Students*	May 1
For Priority Scholarship Consideration	February 1

\*For admission purposes, please adhere to the International Student Deadlines if you have completed your undergraduate and/or graduate degree outside of the United States.

## Application Requirements

Please visit <https://schar.gmu.edu/how-to-apply> for more information.

- Graduate Application and application fee.** The Graduate Application can be completed online at: <https://www2.gmu.edu/admissions-aid/apply-now>
- A 750-1000 word **written statement** of the applicant's goals for and interest in the program
- A current **resume**
- Unofficial transcript(s)** from all university work  
*Applicants presenting international credentials must provide transcripts, degree certificates or diplomas, and certified translations of the documents into English (if applicable)*
- Two letters of recommendation**  
*At least one letter of recommendation should be from an academic resource*

\***Please note:** ALL applicants seeking consideration for **merit-based scholarships** from the Schar School of Policy and Government are required to submit Graduate Record Examination (GRE) scores.

## Additional criteria for International Applicants:

- TOEFL/IELTS scores** (required for international applicants)  
Minimum required TOEFL scores: 88 with a 20 in each of the four subsections **OR**  
Minimum required IELTS score: 6.5 total

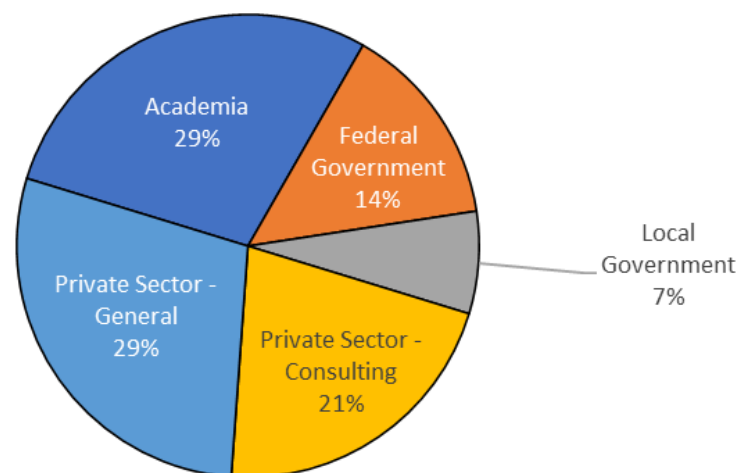
## Financial Aid

To apply for federal assistance, applicants are required to fill out the Free Application for Federal Student Aid (FAFSA) form which can be accessed online at: <http://www.fafsa.ed.gov/>. For other questions regarding federal assistance, please visit the Office of Student Financial Aid at: <http://financialaid.gmu.edu/>.

## Tuition and Fees for the 2020-2021 Academic Year

In-State Total: \$870.75/credit hour  
Out-of-State Total: \$1,658.75/credit hour

## Organization Development & Knowledge Management, MS (ODKM) Graduates:



\*2018-19 Academic Year