MASTER OF SCIENCE IN ORGANIZATION DEVELOPMENT

Leading change, empowering people.

UNIVERSITY OF SAN FRANCISCO

School of Management
Every organization needs a leader who understands the science of change management, as well as the art of guiding people, teams, growth, and change. Become that leader at USF.

Classes in the USF Master of Science in Organization Development program focus on understanding behavior at the individual, team, and systems levels. For any organization that relies on its people and their ability to respond to—and drive—change, an organizational development expert is critical.

OUR PROGRAM OFFERS SEVERAL UNIQUE ADVANTAGES, INCLUDING:
Unparalleled network and location in the Bay Area. Our downtown San Francisco campus puts you in the heart of business, innovation, and technology. You’ll take classes just steps from some of the most prominent organizations in their industries, providing you opportunities to engage with and build an expansive professional network.

Convenient schedule for working professionals. You can complete the program within 21 months, while attending classes one night each week and occasional Saturdays.

Classmates representing a diverse range of professional fields. The skills you gain with an MSOD can take your career in a variety of directions. Our students come from fields beyond human resources and consulting, and fill leadership positions in education, hospitality, and technology, among others’ industries and sectors.

Classes that teach you how to apply individual talent to create organizational success. The most important ingredient in leading change is leading people. At USF, you’ll learn how people behave, how to understand their motivations, and how they make decisions in individual and team settings. You’ll also learn to evaluate and improve team and organizational effectiveness.

SAMPLE COURSEWORK
- Understanding Behavior in Organizations
- Leading Organization Change and Development
- Negotiation and Bargaining Strategy
- Diversity and Inclusion
- Research and Analysis for Organization Diagnosis and Evaluation
- Consulting Practices
- Large-Scale Systems Transformation
- Self as Instrument
- Team Interventions
- Statistics Fundamentals
- Finance and Accounting Fundamentals
- Organization Development: Cursing Project
- Academic Global Immersion

The program’s mix of professionals from different fields provides multiple perspectives and ensures a great balance of theory and application. I gained an understanding of how the many different facets of OD fit together, and was able to clarify my interests and direction in the OD field.

–Steve Alesch, Internal HR Consultant, Chevron

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I use skills from the USF MSOD program every day in my work as a consultant. I especially appreciate being able to partner with clients on evidence-based solutions — not just current management fads.

–Victoria L. Reichenberg ’17
Organization Development Consultant, VLR Consulting

THE USF EXPERIENCE
USF gives you endless opportunities to make connections in the Bay Area and beyond. You’ll build professional relationships by helping organizations and individuals thrive.

Gain hands-on experience solving real organizational challenges. During the program, you will participate in three hands-on organization development (OD) projects: one providing an opportunity to conduct a team observation and develop recommendations, another that allows you to apply your learnings in research methods to OD, and a culminating project where the tools and skills learned during the program are applied during a team consulting project.

You’ll create a portfolio of OD engagements, as well as form valuable relationships with leading organizations across a broad range of industries and sectors. We also offer a selective professional mentoring program that matches students with USF alumni who share similar interests and goals.

Gain a global perspective with our Academic Global Immersions. Academic Global Immersions are designed to enhance your skills as a successful manager in today’s global business environment. Visit global organizations in other countries to gain a first-hand perspective on their operations and business culture. Past trips have taken USF students to China, Finland, India, Latin America, Turkey, Russia, Spain, and Dubai.

Connect with alumni. Expand your network by connecting with USF alumni. USF has more than 110,000 alumni around the world. The Office of Alumni Engagement provides extracurricular programs, events, and online resources for you to learn from graduates working in key OD positions in the Bay Area and beyond.

Learn how this top-tier program helps you become a critical player across industries. Our program is accredited by the AACSB, the highest standard of achievement held by only five percent of business schools worldwide. And no matter the industry, every successful business values the management, communication, and analytical skills required to resolve workplace challenges and look at internal growth strategically. With an MSOD, you’re preparing to lead in any field.

Companies value organization development experts for their specialized ability to:
- Direct change at all levels of the organization
- Promote collaboration and create effective teams
- Encourage and support individual development
- Influence and negotiate with key stakeholders

Our MSOD alumni have gone on to work in many leadership positions. MSOD alumni lead organization development at such organizations as:

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An MSOD degree from the University of San Francisco equips students with the academic foundations and frameworks, practical tools, and hands-on experience needed to facilitate change and development in organizations.

–Rebekah Dibble,
Program Director, MSOD