About the Program

ORGANIZATIONAL DEVELOPMENT & LEADERSHIP (MS)

Today's organizations are ever changing. As a result, they are in need of individuals who understand the art and science of leading dynamic change — individuals who can create a positive corporate culture, improve organizational performance and maximize human potential.

PCOM’s Master of Science degree in Organizational Development & Leadership (ODL) program uniquely combines organizational theory and individual self-discovery to provide an essential leadership perspective. Led by faculty, all of whom have expertise in organizational development, leadership and change management, students explore and share practical information in an open, collaborative learning environment. Students are encouraged in an action learning laboratory to apply theory presented in class to their work situation, thereby learning from their own practical application as well as receiving coaching from their classmates and faculty on intentionally designed strategies for effective engagement in their organizations.

The ODL program supports students’ development of the intentional use of self as instruments for change. Students learn and apply strategic organizational models and methods to understand and improve workplace culture in order to deliver organizational and individual results. Using action research as a framework, students engage in data collection, organization diagnosis and intervention design to improve leadership, collaboration and organization results.

Graduates of the PCOM Organizational Development & Leadership program are in the forefront of organizational change. Equipped with the latest in organizational theory and enhanced self-awareness, they are impacting the effectiveness of their organizations and the careers and lives of all who work there.

More information: ADMISSIONS.PCOM.EDU

Related Programs to Consider

- CERTIFICATE OF ADVANCED GRADUATE STUDIES IN ORGANIZATIONAL DEVELOPMENT & LEADERSHIP (CAGS)
- DO/MS IN ORGANIZATIONAL DEVELOPMENT & LEADERSHIP
- MS IN BIOMEDICAL SCIENCES WITH A CONCENTRATION IN ORGANIZATIONAL LEADERSHIP

Program HIGHLIGHTS

Experienced faculty and professional peers share current, real-world scenarios, which students can immediately apply directly to their workplace.

Taught within an osteopathic medical school, the program offers a “whole system” approach, which takes into account the interrelated parts of an organization and how change impacts throughout.

Alumni stay engaged by participating in the College’s highly active ODL Community of Practice where they receive advanced learning opportunities through coaching and collaborative learning projects.

Designed for the working professional, classes meet in the evenings and on weekends.

Students may begin the program in any of four terms (fall, winter, spring or summer). They can complete the degree in as little as 18 months or complete within five years. On the average, most students finish within 2–3 years.
Career Outcomes

YOUR FUTURE AS AN ORGANIZATIONAL LEADER

• Graduates of the MS degree in ODL are making a difference as leaders and practitioners in many sectors: profit, not-for-profit, health care, education and government.

• ODL graduates are positioned to influence change as: executive directors, chief operating officers, vice presidents, directors and managers in organization development, human resources, talent management and operations, and key individual contributors collaborating across organizations to deliver optimal results.

• Graduates are making a difference in their workplaces — through organizational change and performance, team building, large group interventions, organizational design and development, business strategic planning, process consulting, developing competency models and more.

ODL — A WHOLE SYSTEMS APPROACH

The MS degree in Organizational Development & Leadership (ODL) is taught in an osteopathic medical school environment, where a holistic view of organizational theory and leadership is integrated with practical application into the program’s curriculum.

Like the osteopathic perspective and practice, our program takes a “whole-system” approach to inquiry and intervention design, realizing that when there is an intervention in any one part of an organization’s system, there is impact on the whole system.

With this broader, more integrated perspective, ODL students learn to approach problem solving in a more informed, more team-oriented manner, preparing them to work successfully within their corporate culture, while helping to lead positive change.

FAST FACTS

• PCOM is just minutes from Center City Philadelphia, one of the country’s premier cities for medical education.

• Over 50% of ODL students received a promotion and/or salary increase as a result of the training they received in the program.

• Both PCOM campuses house modern labs and classrooms, an award-winning library and state-of-the-art learning technologies.

• The highly personalized learning environments feature small classes and many opportunities for collaboration and interaction.