

Organizational Development & Training

Background -

Those in this field work to create, coordinate and enact plans to better train and enhance knowledge of organization's employees. The overseeing of staff members and understanding of how to implement the organization's mission is key. In addition, if the job duties include training employees, then these professionals would most likely be in charge of educating staff in professional development sessions or special topic workshops.

What can I expect to earn working in this field? \$105,830*

What classes at GVSU may help me in my career? Discuss with your advisor which courses among those on this list, along with other courses not listed here, would best serve your career goals.

1. **PSY 360** – Social Psychology
2. **PSY 381** – Group Dynamics
3. **PSY 445** – Industrial/Organizational Psychology
4. **PSY 310** – Behavior Modification
5. **COM 201** – Speech
6. **COM 301** – Interpersonal Communications
7. **Significant background knowledge in business (i.e. minor, major) may be necessary to be successful in this career**



What experiences outside of my classes may benefit my future?

1. Join the Society for Human Resources Management (SHRM). The purpose of the SHRM is to aid its members in becoming more effective in the field through group projects and activities, publications, speakers, and employment assistance.
2. Search for a possible internship through Handshake
 - a. Example – Lake Michigan Credit Union offers an Organizational Development Internship

What skills are important for an Organization Development and Training Specialist to have? Computer skills, analytical skills, excellent communication skills (oral and written) and decision making skills are very important to have when working in this capacity.

Possible Employers: Titles include – Organizational Development Specialist (HR), Organizational Development Consultant

*Salary – bls.gov (2016) “training and development managers”

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