TRAINING & DEVELOPMENT (TRDV)

TRDV 400 - INTRODUCTION TO TRAINING & DEVELOPMENT
Roles and skills of the training and development professional. Contribution of training and development to an organization's goals; understanding the training and development industry; and resources available to those in the profession.
Credits: 3
Attributes: Adult Flex Track

TRDV 411 - INSTRUCTIONAL METHODS & DELIVERY
An in-depth look at teaching techniques and learning principles used when developing and delivering training programs and choosing media delivery systems. Both classroom-based and electronic instructional methods will be covered.
Credits: 3
Attributes: Adult Flex Track

TRDV 420 - CAREER DEVELOPMENT IN ORGANIZATIONS
Various components of career management systems and their impact on the individual and the organization. The changing role of human resource development and how career management fits into a strategically planned system.
Credits: 3
Attributes: Adult Flex Track

TRDV 422 - ADULT LEARNING THEORY AND APPLICATION
Developmental and psychological theories of adult learning and motivation to learn. Explores how generational differences influence learning; applies theories to instructional design, development, and delivery.
Credits: 3
Attributes: Adult Flex Track

TRDV 423 - TEAM BUILDING AND LEADERSHIP
Processes critical to team performance including interpersonal and managerial communication, problem solving, and conflict resolution. Dynamics of leadership as they relate to team performance.
Credits: 3
Attributes: Adult Flex Track
Course Notes: Available to ‘Transitions’ program students.

TRDV 424 - CONSULTING TOOLS & TECHNIQUES
Specific skills and competencies needed to serve as an internal or external consultant. Includes interpersonal and communication skills developing a proposal for a consulting project and positioning oneself as a consultant.
Credits: 3
Attributes: Adult Flex Track

TRDV 425 - PROJECT MANAGEMENT
Definition, planning, and management of training-related projects. Skills to calculate a project's return on investment to the organization. Creation of a request for proposal, development of a proposal response, and creation of a business case.
Credits: 3
Attributes: Adult Flex Track

TRDV 427 - ORGANIZATION ANALYSIS & DESIGN
Assessing the processes and practices inherent in analyzing and designing an organization for optimal performance. Guiding an organization design effort from problem definition and analysis to design and evaluation using an action research approach.
Credits: 3
Attributes: Adult Flex Track

TRDV 429 - PROGRAM PLANNING & DEVELOPMENT
Major paradigms in curriculum and their theoretical orientations and practical implications for designing and evaluating curriculum and instruction. Strategies for designing curriculum frameworks for instructor-led, blended learning, and e-learning delivered programs.
Credits: 3
Attributes: Adult Flex Track
Prerequisites: TRDV 400

TRDV 433 - MANAGING ORGANIZATIONAL CHANGE
Terminology, methods, and trends in organizational change; theory and application to organizational issues. The change agent's use of diagnostic skills and selecting appropriate change methods.
Credits: 3
Attributes: Adult Flex Track

TRDV 434 - TRAINING EVALUATION
Key principles of research methodology and their application to training evaluation. Quantitative and qualitative tools and techniques to assess the impact of training and organization development interventions on organizational outcomes. Includes an examination of ROI formulas and strategies.
Credits: 3
Attributes: Adult Flex Track
Prerequisites: TRDV 400

TRDV 435 - ORGANIZATION DEVELOPMENT
Key theories and practices in organization development that lead to improved organization effectiveness. Principles of organization structure, assessment practices, interventions, employee involvement, work design, and organization transformation.
Credits: 3
Attributes: Adult Flex Track
Course Notes: Available to ‘Transitions’ program students.

TRDV 436 - PROFESSIONAL WRITING SKILLS
Credits: 3

TRDV 437 - CREATIVITY IN THE WORKPLACE
Strategies for solving problems in the workplace. Expanding one's point of view, examining other perspectives, and identifying options and consequences in the formulation of solutions.
Credits: 3
Attributes: Adult Flex Track

TRDV 438 - BLENDED LEARNING SOLUTIONS
Instructional and organizational considerations in determining the most appropriate use of technology for designing blended learning solutions that maximize learning experiences and performance outcomes. Optimal blends of formal learning events and informal learning enhancements employing synchronous, asynchronous, and self-paced learning technologies.
Credits: 3
Attributes: Adult Flex Track
Prerequisites: TRDV 450
Course Notes: TRDV 400, TRDV 450
TRDV 439 - E-LEARNING COURSE AUTHORING-1
Design, development, and evaluation of self-paced e-learning applications. Application of instructional strategies to storyboarding, course development, and evaluative approaches. Key human factors such as considerations for interface design and usability testing. Exploration and comparison of software tools for creating storyboards and critique of e-learning courseware. Creation and presentation of an Instructional Design Plan (IDP) and detailed storyboards for a self-paced e-learning prototype.
Credits: 3
Attributes: Adult Flex Track
Prerequisites: TRDV 400 and TRDV 450 and TRDV 451

TRDV 441 - HUMAN PERFORMANCE IMPROVEMENT
Credits: 3
Attributes: Adult Flex Track

TRDV 445 - EXECUTIVE COACHING
How to promote, design, and implement coaching and mentoring programs for individual, team, and organizational improvement. How to align coaching and mentoring programs with other performance interventions. Models of organizational mentoring are presented, along with theoretical and applied research. Considerations are offered for single- and multiple- location organizations, whether domestic or international, focusing on technology-based communication. Key assessment instruments for individuals, teams, and organizations are explored.
Credits: 3
Attributes: Adult Flex Track

TRDV 450 - LEARNING TECHNOLOGIES
Technological approaches applied to training delivery including classroom technology uses, electronic job aids, performance support systems, self-paced tutorials, instructional games and simulations, decision support and expert systems, mobile and wireless applications, learning content management systems, asynchronous and synchronous delivery, and virtual reality. Industry vendors who produce e-learning tools and platforms.
Credits: 3
Attributes: Adult Flex Track

TRDV 451 - INSTRUCTIONAL SYSTEMS DESIGN-1
Theoretical foundations and practical applications of systems models for the design of instruction as a performance intervention. Strategies for identifying a training problem and application of principles of learning and systematic instruction design using an instructional systems design model. Exploration of strategies and best practices for producing targeted, cost-effective, face-to-face instruction aligned with organizational goals and non-instructional interventions. Students conduct an instructional design project—focusing on the analysis and design phases—over the duration of the course, producing a detailed Instructional Design Plan (IDP).
Credits: 3
Attributes: Adult Flex Track
Prerequisites: TRDV 400

TRDV 452 - VIRTUAL TRAINING DESIGN AND DELIVERY
Examination of Web-based solutions for both synchronous instructional and informational delivery. Focus on large group learning, but small group and one-on-one learning technologies are also considered. Review of current research on synchronous e-learning. Design, development, and delivery of a synchronous instructional session for a group.
Credits: 3
Attributes: Adult Flex Track
Prerequisites: TRDV 400 and TRDV 450

TRDV 453 - E-LEARNING COURSE AUTHORING-2
Credits: 3
Attributes: Adult Flex Track
Prerequisites: TRDV 400 and TRDV 439 and TRDV 450 and TRDV 451

TRDV 455 - FACILITATION SKILLS
In this highly interactive course, participants will learn to use facilitative skills in their roles as workplace learning professionals. Students will develop skill in setting ground rules, applying communication strategies, and diagnosing and intervening barriers to positive facilitation.
Credits: 3
Attributes: Adult Flex Track

TRDV 470 - INSTRUCTIONAL SYSTEMS DESIGN-2
Building upon the knowledge and skills garnered in Instructional Systems Design-1, students continue an instructional design project—focusing on the development, implementation, and evaluation(implementation) phases—over the duration of the course, producing an Instructor’s Guide and all materials required to deliver a face-to-face instructional session. Students learn to adjust instructional projects based on timeframe and budget. Emphasis is placed on designing instruction that results in transfer of skills to the workplace or other target setting.
Credits: 3
Attributes: Adult Flex Track
Prerequisites: TRDV 451 (may be taken concurrently)

TRDV 480 - SPECIAL TOPICS
This course addresses special or current topics in the training and development field. It allows students and faculty to work on a current and what may be a one time issue. It is also used for unique work/study situations related to internships and opportunities to combine work and study to create an output beneficial to the training and development field.
Credits: 3
Attributes: Adult Flex Track
Prerequisites: TRDV 400

TRDV 495 - INDEPENDENT STUDY
Credits: 1-3
Attributes: Adult Flex Track
Prerequisites: TRDV 400
**TRDV 499 - PROFESSIONAL PORTFOLIO**
Students will apply focused research skills to develop a professional portfolio that links training and development theories/models/principles to showcase their learning and its application during their program of study.
Credits: 3
Attributes: Adult Flex Track
Prerequisites: TRDV 400 and TRDV 434
Course Notes: To be completed in the final semester of study, requires completion of all core classes.

**TRDV 499Y - MASTER PAPER/PROJECT COMPLETION**
Credits: 0

**TRDV 501 - ONLINE TEACHING THEORY AND APPLICATION**
Pedagogical concepts in online course design and instruction: focus on student-centered online teaching. Creation of a detailed syllabus for an online course.
Credits: 3
Attributes: Adult Flex Track
Prerequisites: TRDV 400

**TRDV 502 - TECHNOLOGY FOR ONLINE TEACHING**
Tools for asynchronous and synchronous course design and delivery. Includes the exploration of Web 2.0 techniques such as podcasting and social networking. Hands-on practice in utilizing various technologies.
Credits: 3

**TRDV 509 - SEMINAR AND PRACTICE IN ONLINE TEACHING**
Supervised observation and experience in online teaching. Observation in ‘live’ RU Online courses. Practice in facilitating online learning. Seminar discussions on usage of empirically validated best practices in online teaching.
Credits: 3
Attributes: Adult Flex Track