TRAINING & DEVELOPMENT (TRDV)

TRDV 400 - INTRODUCTION TO TRAINING & DEVELOPMENT
Explore roles, responsibilities, and careers in training and development. Learn key theories, models, and terminology along with instructional design basics. Evaluate real-world learning projects against evidence-based best practices.
Credits: 3

TRDV 411 - VIRTUAL TRAINING DELIVERY
Develop essential skills required in a variety of delivery modes including classroom, online, and virtual training environments. Align learning solutions with course objectives. Apply various instructional methods to address unique learner needs and facilitate engagement and motivation.
Credits: 3
Course Notes: No additional credit granted for TRDV 411 as 'TRAINING DELIVERY'

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
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

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

TRDV 432 - TRAINING STRATEGY AND LEADERSHIP
Develop leadership skills to plan, organize, staff, and manage the training function. Explore and apply leadership theory to team performance. Create a mission and strategic vision, monitor the training budget, and plan and implement knowledge management solutions.
Credits: 3
Prerequisites: TRDV 400

TRDV 433 - CHANGE MANAGEMENT
Apply principles of change management to shift individuals, groups, and organizations from their current state to desired state. Focus on the application of appropriate models to plan, implement, and evaluate change. Select and design appropriate interventions at the individual, team, and organization level. Students will develop a comprehensive change initiative including assessment, strategy, cultural integration, and evaluation.
Credits: 3

TRDV 434 - TRAINING EVALUATION
Use a case-based approach to apply theories of evaluation to measure the impact of training on individual, team, and organizational outcomes. Develop expertise in Kirkpatrick’s Levels of Evaluation in addition to data collection, analysis, interpretation of data, and communication of results while creating a comprehensive evaluation report. Advanced topics include the calculation of the return on investment of training initiatives.
Credits: 3
Prerequisites: TRDV 400

TRDV 439 - E-LEARNING DESIGN
Research and critically evaluate the design, development, and delivery of e-learning solutions. Apply instructional strategies to course design and evaluative approaches. Explore and compare software tools and critique e-learning courseware. Create and present an Instructional Design Plan (IDP) for a self-paced e-learning prototype.
Credits: 3
Prerequisites: TRDV 400 and TRDV 450

TRDV 441 - PERFORMANCE MANAGEMENT CONSULTING
Systems thinking applied to human performance improvement. Focus on assessing and improving performance in the workplace through instructional and non-instructional means. Needs assessment techniques; application of human performance technology models, theories, interventions, and processes.
Credits: 3

TRDV 445 - COACHING FOR TALENT DEVELOPMENT
Develop and practice foundational coaching competencies through role-play, group exercises, and case studies. Critically evaluate and apply theory to create a personal coaching model to inform your coaching practice. Evaluate key assessment instruments and talent management analytics to align employee development initiatives with organizational goals.
Credits: 3

TRDV 450 - LEARNING TECHNOLOGIES
Leverage technology to enhance the learning function including classroom technology, performance support systems, self-paced tutorials, instructional games and simulations, decision support and expert systems, mobile and wireless applications, social media, asynchronous and synchronous delivery, and virtual reality.
Credits: 3

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
Prerequisites: TRDV 400

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
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
Prerequisites: TRDV 400

TRDV 495 - INDEPENDENT STUDY
Credits: 1-3

TRDV 499 - PROFESSIONAL PORTFOLIO
In this capstone course in the Master of Arts in Training and Development, students apply the methods and techniques learned in their coursework to develop a professional portfolio that demonstrates the value and expertise they have acquired. Additional focus on career planning and preparation to achieve desirable industry certification.
Credits: 3
Prerequisites: TRDV 434 (may be taken concurrently) and TRDV 470 (may be taken concurrently)
Course Notes: To be completed in the final semester of study.