



ORGANIZATIONAL CONSULTING CERTIFICATE

Learn how to:

- Define your value proposition and brand as an internal or external consultant
- Set a strategy and establish an operating model for your practice or department
- Build business cases to sell and propose work to your clients and partners
- Execute the end-to-end consulting process to deliver high-quality work (entry to exit)
- Deliver consulting solutions across different functional disciplines and industry sectors
- Display high ethics and professional consulting skills

Who should participate?

- Business leaders looking to adopt a more consultative approach to leading their organizations and teams
- Human Capital Professionals who work in HR Business Partner, Organizational Development, Talent Management, Diversity and Inclusion, Total Rewards, and Analytics and Insights.
- Staff professionals working inside a company who coach, advise, and influence internal business clients (e.g., Finance Managers, Marketing Managers, Project Managers, etc.)
- Technical professionals that have consulting requirements as a part of their job responsibilities (e.g., IT Consultants, Safety Managers, Training Managers, Continuous Improvement, LEAN, or Agility Coaches, etc.)
- External consultants who work in small boutique practices who are looking for professional development in coaching
- Executive coaches who are looking to expand their client offerings to include organizational consulting
- Independent consultants who need content, tools, and techniques to deliver high impact consulting

Certificate Information:

- 32-week program
- Four 8-week courses
- Curriculum taught fully online
- Spring, Summer and Fall semester intakes
- Live instructor led web-conference sessions
- Expert Forums: monthly, with talks by specialists in the field



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	ACADEMIC CERTIFICATE	PROFESSIONAL CERTIFICATE
Tuition	\$10,800 (\$900 Graduate Credit Hour Rate)	\$7,500
\$200 Application Fee	YES	YES
12 Credit Hours	YES	NO
2 Semesters	YES	YES
Financial Aid (For qualifying students)	YES	NO
4 classes/ 8-week sessions	YES	YES
Transferrable to MS	YES	NO

Professor: Dr. Van M. Latham



Van M. Latham is a Clinical Professor of Organizational Behavior, Coaching and Consulting at UT Dallas. Dr. Latham is an Industrial/Organizational psychologist specializing in human capital, organizational development and leadership development. As founder of PathPoint Consulting, he has helped

businesses improve performance through effective people practices. Prior to founding PathPoint Consulting, Dr. Latham held leadership roles in HR Management and Organizational Development at PepsiCo and was the Chief HR Officer for Iron Mountain, Inc. Prior to his business career, Dr. Latham was an Assistant Professor of Management and Organizational Behavior at Creighton University. He is a member of the American Psychological Association and The Society for Industrial and Organizational Psychology. He holds a B.A. in Psychology from Baylor University and an M.A. and Ph.D. in Industrial Organizational Psychology from Wayne State University.

PROGRAM CONTENT

OB 6370 – Foundations of Organizational Consulting

- Module 1.1 Introduction to Consulting, The History of Consulting
- Module 1.2 Internal vs. External Consulting
- Module 1.3 The Consulting Cycle
- Module 1.4 Scoping, Pricing, and Budgeting
- Module 1.5 Proposing, Selling, and Contracting
- Module 1.6 Entry, Kickoff, and Diagnosis
- Module 1.7 Read Out, Decision, and Solution Design
- Module 1.8 Readiness, Implementation, Monitoring, and Exit

OB 6372 – The Business of Consulting

- Module 2.1 Defining Your Value Proposition
- Module 2.2 Internal vs. External Consulting
- Module 2.3 The Consulting Cycle
- Module 2.4 Scoping, Pricing, and Budgeting
- Module 2.5 Proposing, Selling, and Contracting
- Module 2.6 Entry, Kickoff, and Diagnosis
- Module 2.7 Read Out, Decision, and Solution Design
- Module 2.8 Readiness, Implementation, Monitoring, and Exit

OB 6374 – Organizational Consulting: Theory and Practice of Individual and Team Interventions (Human Capital Consulting Track)

- Module 3.1 Employee Engagement
- Module 3.2 Recruiting and Selection
- Module 3.3 Orientation and On-Boarding
- Module 3.4 Performance Management
- Module 3.5 High Performance Teams
- Module 3.6 Individual Assessment and Development
- Module 3.7 Career Development and Succession Planning
- Module 3.8 Leadership Development

General Business Consulting Track

- Module 3.1 Operating in a Global Context
- Module 3.2 Working with Boards of Directors
- Module 3.3 Interacting with the CEO
- Module 3.4 Understanding Entrepreneurs and High Growth Businesses
- Module 3.5 Delivering Work Through Leadership Teams
- Module 3.6 Communicating with Stakeholders
- Module 3.7 Flexing to Individual Personalities
- Module 3.8 Setting up Training and Learning Networks

OB 6373 – Organizational Consulting: Theory and Practice of System-Wide Interventions (Human Capital Consulting Track)

- Module 4.1 Consulting and OD Frameworks
- Module 4.2 Organizational Design
- Module 4.3 Job Design
- Module 4.4 Process and Workflow Design
- Module 4.5 Workforce Analysis and Planning
- Module 4.6 Organizational Culture
- Module 4.7 Change Management
- Module 4.8 Integrative Case Study

General Business Consulting Track

- Module 4.1 Deploying Agile Frameworks
- Module 4.2 Building Functional and Technical Competency Models
- Module 4.3 Acting with Social Responsibility
- Module 4.4 Consulting in Sales and Marketing Functions
- Module 4.5 Consulting in Operations Functions
- Module 4.6 Consulting in Risk Management and Compliance Functions
- Module 4.7 Consulting in Non-Profit and Public Sector Organizations
- Module 4.8 Linking Consulting Solutions to Business Strategy



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