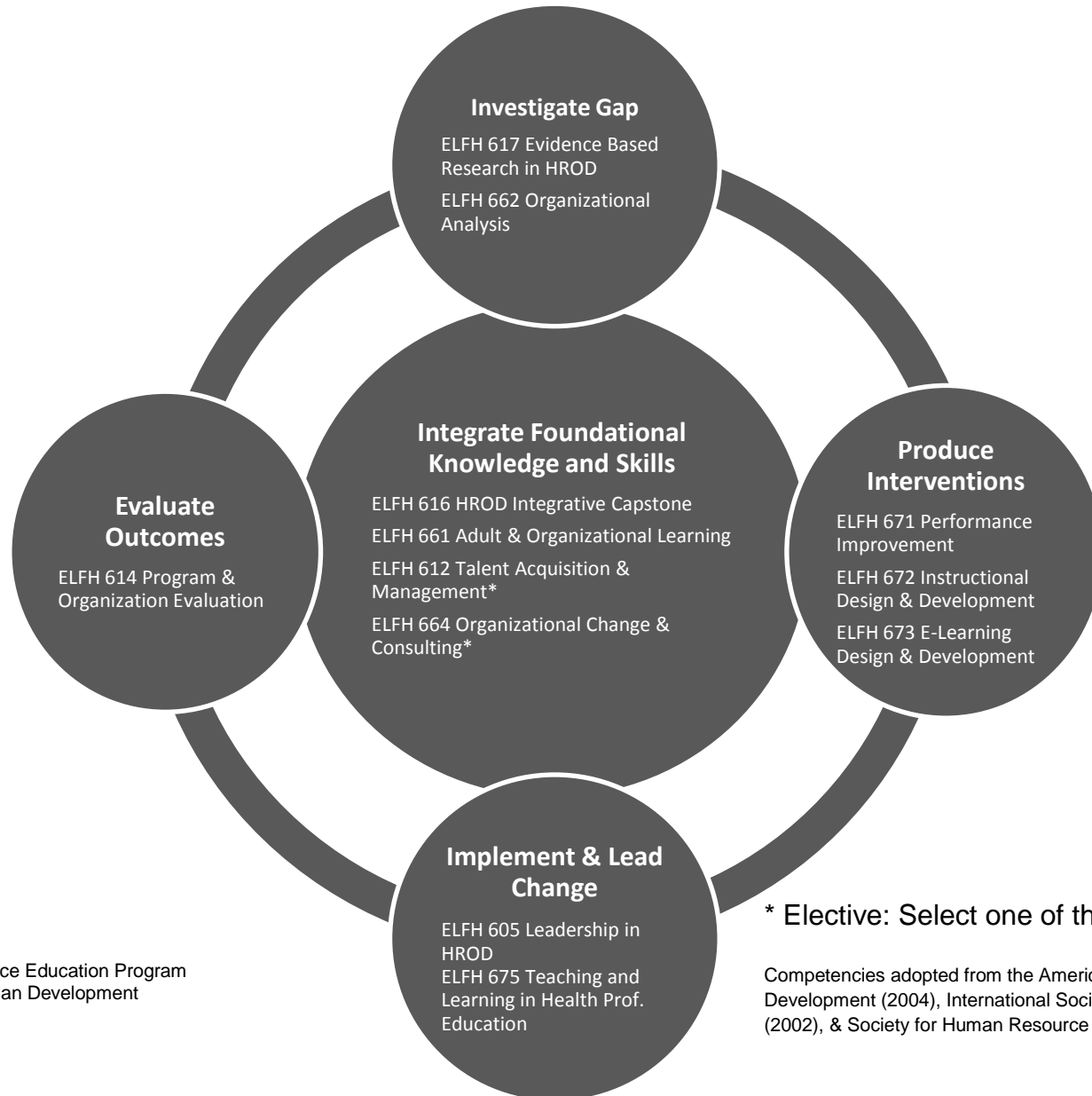# M.S. in Human Resources and Organization Development
Health Professions Education Concentration
Competency Map

Preparing Professionals to Lead Performance, Development, and Learning
in the Health Professions through Discovery and Critical Inquiry.

Investigate Gap

ELFH 617 Evidence Based Research in HROD

ELFH 662 Organizational Analysis

Integrate Foundational Knowledge and Skills

ELFH 616 HROD Integrative Capstone

ELFH 661 Adult & Organizational Learning

ELFH 612 Talent Acquisition & Management*

ELFH 664 Organizational Change & Consulting*

Evaluate Outcomes

ELFH 614 Program & Organization Evaluation

Produce Interventions

ELFH 671 Performance Improvement

ELFH 672 Instructional Design & Development

ELFH 673 E-Learning Design & Development

Implement & Lead Change

ELFH 605 Leadership in HROD

ELFH 675 Teaching and Learning in Health Prof. Education

* Elective: Select one of these courses

Workforce & Human Resource Education Program
College of Education & Human Development
School of Medicine
University of Louisville
Revised 4/2012

Competencies adopted from the American Society for Training and Development (2004), International Society for Performance Improvement (2002), & Society for Human Resource Management (2007, 2010)

M.S. in Human Resources and Organization Development
Health Professions Education Concentration Program Competencies

Program Purpose: *To Prepare Professionals who Lead Performance, Development, and Learning in the Health Professions through Discovery and Critical Inquiry.*

Program Goal 1: Investigate Gap
ELFH 617 Evidence Based Research in HROD,
ELFH 662 Organizational Analysis

1.1 Identify the environment and culture of the workgroup.
1.2 Analyze and interpret critical business issues and challenges.
1.3 Utilize evidence-based literature to guide inquiry.
1.4 Utilize appropriate inquiry methods.
1.5 Assess needs and opportunities.
1.6 Identify causal factors that limit performance.
1.7 Interpret results and make recommendations.

Program Goal 2: Produce Interventions
ELFH 671 Performance Improvement, ELFH 672 Instructional Design & Development, ELFH 673 E-Learning Design & Development

2.1 Identify key attributes of a solution.
2.2 Utilize evidence-based literature in guiding the development of solutions.
2.3 Select and design context-sensitive interventions.
2.4 Utilize appropriate technologies.

Program Goal 3: Implement and Lead Change
ELFH 605 Leadership in HROD, ELFH 675 Teaching and Learning in Health Professions Education

3.1 Facilitate and manage group dynamics.
3.2 Utilize partnerships and collaborate.
3.3 Build trust.
3.4 Deploy the solution and manage change.
3.5 Provide constructive feedback.
3.6 Empower action through vision and commitment.

Program Goal 4: Evaluate Outcomes
ELFH 614 Program & Organization Evaluation

4.1 State outcomes and design a measurement strategy related to processes, programs, and systems.
4.2 Develop tools and guidelines for data collection and interpretation.
4.3 Monitor impact of performance improvement solutions.
4.4 Help clients evaluate and report the impact of the solution.
4.5 Identify continuous improvement opportunities throughout the evaluation process.

Program Goal 5: Integrate Foundational Knowledge and Skills
ELFH 616 HROD Integrative Capstone, ELFH 661 Adult & Organizational Learning, ELFH 612 Talent Acquisition & Management*, ELFH 664 Organizational Change & Consulting*

5.1 Identify factors that impact individual/organizational learning and performance.
5.2 Collaborate and partner with stakeholders.
5.3 Utilize multiple perspectives to enhance innovation.
5.4 Appreciate and leverage capabilities and insights of all individuals.
5.5 Utilize different cultural perspectives to maximize learning and performance.
5.6 Implement the tactical and strategic roles of human resources across the organization.

* Elective (choose 1)

Competencies adopted from the American Society for Training and Development (2004), International Society for Performance Improvement (2002), & Society for Human Resource Management (2007)