

B.S. in Workforce Leadership Program Competencies
Concentrations: Leadership & Organizational Development, Training and Development

Course	Concentration	1. Analyze Needs & Propose Solutions	2. Business Acumen	3. Driving Results	4. Planning & Implementing Assignments	5. Thinking Strategically	6. Building Trust	7. Communicating Effectively	8. Influencing Stakeholders	9. Leveraging Diversity	10. Networking & Partnering	11. Demonstrate Adaptability	12. Modeling Personal Development	13. Career Planning & Talent Mgmt	14. Coaching	15. Delivering Training	16. Designing Learning	17. Facilitating Org. Change	18. Improving Human Performance	19. Managing Org. Knowledge	20. Managing the Learning Function	21. Measure & Evaluate	
ELFH 300	Prior Learning Assessment	LOD, TD						X					X										
ELFH 311	Needs Assessment	LOD, TD	X																				
ELFH 312	Designing Learning	TD	X														X		X				
ELFH 316	Instructional Strategies & Group Facilitation Techniques	LOD, TD						X								X							
ELFH 332	Measuring & Evaluating Effectiveness	TD		X															X				X
ELFH 341	Managing Projects in the Workplace	TD, LOD			X			X											X				
ELFH 411	Human Resource Fundamentals	TD, LOD		X					X														X
ELFH 412	Coaching & Talent Management	LOD												X	X								
ELFH 414	Diversity in the Workplace	LOD					X			X													
ELFH 420	Conflict Management in the Workplace	LOD	X			X	X					X											
ELFH 442	Supporting Organizational Change	LOD, TD		X		X			X			X						X					
ELFH 460	Adult Learning & Diversity	TD					X			X										X			
ELFH 490	Leadership & Management	LOD		X					X		X												
ELFH 540	Program Exit Experience	LOD, TD											X										
ELFH 575	Instructional Technology	TD															X						X
ELFH 578	Workplace & Information Ethics	TD, LOD					X													X			