

BUS 626
DEVELOPING TALENT
Doane University
Spring Term, 2017 (3 credit hours)
Thursday Evenings 6pm-10:00pm

Instructor:
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Course Description:

To acquire, develop and maintain an organization's human capital, effective outcomes-driven training and development must be a major activity of the organization. The goal of the course is for students to develop an understanding of the skills, abilities, and practical elements of employee development and performance improvement in organizations. Students will learn 1) theories of adult learning; 2) how to identify learning needs through assessments; 3) how to analyze jobs and tasks to determine training and development goals; 4) how to design effective training and development programs using different techniques or methods; 5) how to implement a variety of different training and development activities, and 6) how to evaluate the effectiveness and efficiency of training and development programs.

Prerequisite Bus 602.

Course Learning Objectives:

1. Develop a general understanding of talent, training & development.
2. Develop training and developing programs.
3. Develop and refine research and writing skills.

Course Outline (by week):

Week No. & Class Dates	Pages of Readings	Activities To Complete
1) March 16, 2017	Pages 140 - 180	Form groups in class
2) March 23, 2017	Pages 1 - 64 & pages 119 -130	Groups meet in class
3) March 30, 2017	Pages 181-254	Set presentations/journal due
4) April 6, 2017	Pages 263 - 301	Midterm given out
5) April 13, 2017	Pages 349 - 402	Midterm due today
6) April 20, 2017	Pages 421 - 470	Presentations begin /journal due
7) April 27, 2017	Pages 503 - 551	Presentations & final given out
8) May 4, 2017	Pages 131 - 139	Presentations/final/ journal due

Text:

The Talent Management Handbook, 2nd Edition, edited by Lance A. Berger and Dorothy R. Berger,
Published by McGraw-Hill, copyright 2011. ISBN-978-007-173905-4.

Grading Scale:

A+ = 98 – 100%; A = greater than 92 & less than 98 %; A- = 90 – 92%; B+ = 88 & less than 90%; B = greater than 82 & less than 88%; C+ = 78 & less than 80%; C = greater than 72 & less than 78; C- = 70 - 72%; D+ = 68 & less 70%; D = greater than 62 & less than 68%, D- = 60 – 62%; F=<60

Grading:

Grades will be determined by the following, totaling 100% possible, per student:

1. Midterm Exam-----25%

A take home exam will be given out during the 4th session and is due during the 5th session. This midterm exam will cover readings found in the first 1-4 class sessions.

2. Final Exam-----25%

A take home exam will be given or during the 7th session and is due during our 8th session. This final exam will cover materials found in the last 5-8 class sessions.

3. Group Presentation -----25%

During our first class, groups will be formed to work on one 20-25 minute presentation. This group presentation will focus on a group talent development problem at a specific corporation of your choice. You will present as management consultants during one of our last few class sessions. The particular company and problem chosen will be determined by the group, as long as no other group reserves that first and it is approved by your instructor. All presentations must be identified by our third week.

Presentations should have an opening, body and a closing, with a brief question and answer period following the presentation. A written outline, or summary, must be turned in to your instructor on the day of the group presentation, and all sources must be cited.

4. Journal Assignment - Summarizing Our Readings-----25%

Online in a double spaced format, or by hand in a legible lined binder, please initiate a journal during our first class and summarize each specific article covered in our readings per week. Please list the article and the author, and use at least one page to summarize each article, although it may be longer. This journal must be turned in for a course grade on our 3rd, 6th and 8th weeks of class. Your grade average will be used as twenty five percent of your total course grade.

Total.....100%

Academic Integrity:

The Doane University Academic Integrity Policy will be adhered to in this class. All projects and tests will represent your own work. Any use of others ideas and words without proper citation of sources is plagiarism and will result in penalties to be determined by the instructor and/or the Dean of Graduate Studies.

Attendance:

Students are expected to attend all classes, due to the importance of class discussion and materials covered. The only officially valid absences are absences due to illness, scheduled travel or absences due to college or work sponsored trips or activities beyond the student's control. It is important that you notify your instructor prior to the effected session for any absences. Attendance will be taken at the start of each class session.