Developing Talent
BUS 699 - 3 Credit Hours
Doane University/Summer 2017

Instructor: **Steve Rathman**
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Location and Times:
Doane University – Lincoln Campus
Tuesday 6:00 p.m. to 10:00 p.m.

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 a different training and development activities, and (6) how to evaluate the effectiveness and efficiency of training and development programs. Prerequisite(s): BUS 602

Textbook

Bickham, T. (2016). ATD Talent Management Handbook. Alexandria, VA: ATD Press. ISBN: 9781562869847

Course Objectives

Upon completion of this course students will:

- Determine talent management strategies to support an organization's objectives and goals
- Identify how to build a talent pipeline to meet an organization's human capital needs
- Incorporate adult learning theory into an organizations development strategies
- Create a personal development plan to accomplish professional goals
- Define the critical issues facing organizations in creating and retaining a diverse talent pool.

Attendance

This class is experiential, participative, and collaborative. We are in this together. The absence of any one person will be felt by all so attendance at all class sessions is expected. If you need to miss a class, contact me prior to the class.

Course Assignments

- Attend all class sessions and participate in class discussions and activities.
- Complete all required reading.
- Develop a personal development plan.
- Completion of all assignments given based on the activities discussed in the classroom setting.

A more detailed outline of the class presentations, assignments, and the point allotment for grading purposes will be explained on the first night of class.

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 the graduate studies.