

23414-7

CALIFORNIA

Accredited Degree-Granting Institutions

Accredited Degree-Granting Institutions

CALIFORNIA

Pepperdine University

24255 Pacific Coast Hwy., Malibu 90263
Type: Private, Churches of Christ, four-year
Degrees: B. M., P. D
URL: <http://www.pepperdine.edu>
Phone: (310) 506-4000
Inst. Accred.: WASC-SR (1949/2001)
Prog. Accred.: Business (AACSB), Clinical Psychology,
Law, Music
Enroll: 6,089

Phillips Graduate Institute

5445 Balboa Blvd., Encino 91316-1509
Type: Private, Independent, four-year
Degrees: M. D
URL: <http://www.gqi.edu>
Phone: (818) 386-5600
Inst. Accred.: WASC-SR (1983/2005)
Calendar: Sem. plan
Enroll: 250

Pitzer College

1050 North Mills Ave., Claremont 91711-6101
Type: Private, Independent, four-year
System: Claremont University Consortium
Degrees: B
URL: <http://www.pitzer.edu>
Phone: (909) 621-8000
Inst. Accred.: WASC-SR (1965/1999)
Calendar: Sem. plan
Enroll: 912

Platt College

1000 South Fremont Ave., Ashw, Atholma 91803
Type: Private, proprietary, four-year
Degrees: A, B
URL: <http://www.plattcollege.edu>
Phone: (626) 300-5444
Inst. Accred.: ACCSCT (1987/2004)
Enroll: 142

Platt College

7755 Center Ave., Huntington Beach 92647
Type: Private, proprietary, four-year
Degrees: A, B
URL: <http://www.plattcollege.edu>
Phone: (949) 851-4991
Inst. Accred.: ACCSCT (1985/2006)
Enroll: 142

Ontario Campus

3700 Inland Empire Blvd., Ste. 400, Ontario 91764
Phone: (909) 941-9410

Platt College San Diego

6250 El Cajon Blvd., San Diego 92115-3919
Type: Private, proprietary, four-year
Degrees: A, B
URL: <http://www.platt.edu>
Phone: (619) 265-0107
Inst. Accred.: ACCSCT (1985/2003)
Enroll: 293

Point Loma Nazarene University

3900 Lomaland Dr., San Diego 92106
Type: Private, Church of the Nazarene, four-year
Degrees: A, B, M
URL: <http://www.plna.edu>
Phone: (619) 849-2200
Inst. Accred.: WASC-SR (1949/1997)
Prog. Accred.: Business (ACBSP), Music, Nursing, Nursing
Education
Calendar: Sem. plan
Enroll: 2,831

Pomona College

550 North College Ave., Claremont 91711
Type: Private, Independent, four-year
System: Claremont University Consortium
Degrees: B
URL: <http://www.pomona.edu>
Phone: (909) 621-8131
Inst. Accred.: WASC-SR (1949/2002)
Calendar: Sem. plan
Enroll: 1,522

Porterville College

100 East College Ave., Porterville 93257-5901
Type: Public, state/local, two-year
System: Kern Community College District
Degrees: A
URL: <http://www.portervillecollege.edu>
Phone: (559) 791-2200
Inst. Accred.: WASC-JR (1952/2001)
Calendar: Sem. plan
Enroll: 2,182

Professional Golfers Career College

P.O. Box 892319, Temecula 92589-2319
Type: Private, proprietary, two-year
Degrees: A
URL: <http://www.progolfd.com>
Phone: (951) 719-2994
Inst. Accred.: ACCS (1996/2005)
Calendar: Sem. plan
Enroll: 218

Orlando Campus

16301 Phil Rilkson Way, Winter Garden, FL 34787
Phone: (407) 905-2200

Quality College of Culinary Careers

1776 North Fine Ave., Fresno 93727
Type: Private, proprietary, two-year
Degrees: A
URL: <http://www.qualityschool.com>
Phone: (559) 251-0573
Inst. Accred.: ACCSCT (2004)
Prog. Accred.: Culinary Education
Calendar: Sem. plan
Enroll: 218

Redstone College—Los Angeles

8911 Aviation Blvd., Inglewood 90301-2904
Type: Private, proprietary, two-year
Degrees: A
URL: <http://www.redstonecollege.com>
Phone: (310) 337-4442
Inst. Accred.: COE (1988/2000)

Redstone Institute—Houston

8880 Telephone Rd., Houston, TX 77061-5114
Phone: (713) 645-4444

Reedley College

965 North Reed Ave., Reedley 93654-2099
Type: Public, state/local, two-year
System: State Center Community College District
Degrees: A
URL: <http://www.reedleycollege.edu>
Phone: (559) 698-3641
Inst. Accred.: WASC-JR (1952/2006)
Prog. Accred.: Dental Assisting, Forestry
Calendar: Sem. plan
Enroll: 7,534

Remington College—San Diego

123 Camino de la Reina, North Bldg., Ste. 100, San Diego 92108
Type: Private, proprietary, four-year
System: Education America, Inc.
Degrees: A, B, M
URL: <http://www.remingtoncollege.edu>
Phone: (619) 688-8600
Inst. Accred.: ACCS (1998/2002)
Calendar: Dir. plan
Enroll: 391

Honolulu Campus

1111 Bishop St., Ste. 400, Honolulu, HI 96813-2811
Phone: (808) 942-1000

Tempe Campus

875 West Elliot Rd., Ste. 126, Tempe, AZ 85284-1133
Phone: (480) 834-1000

Rio Hondo College

3500 Workman Mill Rd., Whittier 90601-1699
Type: Public, state/local, two-year
System: Rio Hondo Community College District
Degrees: A
URL: <http://www.riohondo.edu>
Phone: (562) 692-0921
Inst. Accred.: WASC-JR (1967/2002)
Calendar: Sem. plan
Enroll: 8,641

Riverside Community College

4900 Magnolia Ave., Riverside 92506-1293
Type: Public, state/local, two-year
System: Riverside Community College District
Degrees: A
URL: <http://www.rcc.edu>
Phone: (951) 222-8000
Inst. Accred.: WASC-JR (1952/2001)
Prog. Accred.: Nursing
Calendar: Sem. plan
Enroll: 15,332

Marano Valley Campus

6130 Lassalle St., Moreno Valley 92551-2045
Phone: (951) 571-6100
Prog. Accred.: Physician Assistant

Morco Campus

2001 Third St., Morco 92860-2600
Phone: (951) 372-7000

Sacramento City College

3835 Freport Blvd., Sacramento 95822-1386
Type: Public, state/local, two-year
System: Los Rios Community College District
Degrees: A
URL: <http://www.scc.lostrios.edu>
Phone: (916) 556-2111
Inst. Accred.: WASC-JR (1952/2004)
Prog. Accred.: Dental Assisting, Dental Hygiene,
Occupational Therapy Assisting, Physical Therapy
Assisting
Calendar: Sem. plan
Enroll: 10,616

Saddleback College

28000 Marguerite Pkwy., Mission Viejo 92692-3699
Type: Public, state/local, two-year
System: South Orange County Community College District
Degrees: A
URL: <http://www.saddleback.edu>
Phone: (949) 582-4500
Inst. Accred.: WASC-JR (1971/2005)
Calendar: Sem. plan
Enroll: 8,473

Sage College

12125 Day St., Bldg. L, Moreno Valley 92557-0720
Type: Private, proprietary, two-year
Degrees: A
URL: <http://www.sagecollege.edu>
Phone: (951) 781-2727
Inst. Accred.: ACCS (1986/2005)
Calendar: Dir. plan
Enroll: 8,473

San Diego Campus

2820 Camino del Rio South, Ste. 100, San Diego 92108-3821
Phone: (619) 633-2727

Saint John's Seminary

5012 Seminary Rd., Camarillo 93012-2598
Type: Private, Roman Catholic Church, four-year
Degrees: B. M., P
URL: <http://www.sjohnsem.edu>
Phone: (805) 482-2755
Inst. Accred.: ATS (1976/2002), WASC-SR (1951/2002)
Calendar: Sem. plan
Enroll: 92

Saint Mary's College of California

1928 St. Mary's Rd., Moraga 94556
Type: Private, Roman Catholic Church, four-year
Degrees: A, B, M., D
URL: <http://www.stmarys-ca.edu>
Phone: (925) 631-4000
Inst. Accred.: WASC-SR (1949/2003)
Prog. Accred.: Montessori Teacher Education, Nursing
Education
Calendar: 4-1-4 plan
Enroll: 3,497

Saint Patrick's Seminary and University

320 Middlefield Rd., Menlo Park 94025-3556
Type: Private, Roman Catholic Church, four-year
Degrees: M., P
URL: <http://www.spatrickssseminary.org>
Phone: (650) 325-5621
Inst. Accred.: ATS (1971/2004), WASC-SR (1971/2005)
Calendar: Sem. plan
Enroll: 85

Doctor of Psychology (Psy.D.) in Organizational Consulting

Mission Statement

To educate and train organizational leaders and consultants who understand human relations, business environments, and the dynamic potential of diversity in the workplace, and who are equipped to lead or assist corporate and nonprofit organizations through change and growth in a global economy.

Program Goals

Our Organizational Consulting program focuses on leadership, problem solving, team building, and change management skills and strategies as students:

- Learn to be more effective consultants or managers, able to understand and coordinate diverse activities and perspectives within a multicultural, global society;
- Learn the latest frameworks for making sound business decisions with a systemic focus;
- Find ways to challenge personal and organizational paradigms, and implement and sustain positive change;
- Develop a management toolkit that can immediately be applied in the work setting;
- Gain hands-on experience in team leadership and team membership and learn to integrate differing opinions and personalities for positive outcomes;
- Explore emerging trends as they relate to professional practice, using the systematic process of action or applied research as a mode of inquiry for seeking response and/or resolution to organizational challenges;
- Are supported and challenged by faculty who are experienced in organizational leadership and current management research, are adept at leading an executive classroom, and are sought-after as consultants to leading organizations; and
- Network and learn with fellow students representing a variety of industries, functions, and organizations, and whose diverse experiences contribute to an atmosphere of vibrant information exchange.

Educational Philosophy and Training Model

Phillips Graduate Institute's Organizational Consulting (OC) Program is designed to enhance the personal and professional skills of consultants, managers, and leaders. Organizations large and small, for-profit and non-profit, are increasingly using people with behavioral science education and training to address a wide range of human systems-related issues in the workplace. The application of psychology to business is a booming and expanding field, and the focus of Phillips' program is to educate and train consultants ready to meet the challenges of organizations in the 21st century. Building on three decades of research and experience in human relations, the OC Program integrates human dynamics with contemporary business practice. Like other Phillips programs, we emphasize a three-dimensional approach to learning. Students participate in an interdisciplinary curriculum that combines academic instruction, hands-on application, and personal and professional development.

The Organizational Consulting Program is designed around four distinct competency areas, or "domains." Through these domains, students gain knowledge, skills, and an appreciation for diverse values and attitudes: **Domain A, Trainee Self Assessment and Development**, consists of personal values and ethics, self-assessment and management, professional development and life-long learning, and individual and professional accountability; **Domain B, Knowledge-Based Fundamentals**, includes organizational behavior—science and applications, business pragmatics (corporate, nonprofit structure/processes/products), and legal issues and organizational responsibility; **Domain C, Mediating/Process Competencies**, consists of communication, critical thinking, systems thinking, and strategic thinking; and **Domain D, Operational Competencies**, includes multilevel organizational appraisal and assessment, multilevel organizational intervention, multilevel program evaluation, collaborative/team-oriented behavior, and applied professional ethics.

Founded on Phillips Graduate Institute's core values of appreciation for diversity, integrity, the challenge to grow and develop, collaborative involvement, and

contribution to positive social change, the OC Program applies a systemic philosophy to organizational and social change. Our program focuses on training students to become consultants and members of organizations where people continually expand their capacity to create desired results, and where new and expansive patterns of thinking are nurtured. Our graduates are knowledgeable in concepts and theories of diversity, strategic change, global business, communications management, action research, entrepreneurship, and leadership. They are able to assess, analyze, develop, and implement creative solutions, and to be agents of change for individuals and organizations.

The Program's Structure

Coursework is taken for eight semesters over a two-and-a-half-year period. Classes are held on Saturdays from 8:00 a.m. to 6:00 p.m., with occasional Wednesday evening classes from 6:00 p.m. to 10:00 p.m.

Field Placement Services

Phillips Graduate Institute students in the Organizational Consulting program receive assistance with their field placement through the OC department. The department has business partnerships with several organizations, enabling students to strengthen their organizational assessment, leadership and consulting skills through four semesters of field-based experiences.

Through the Practicum in Consultation courses, students have the opportunity to observe and participate in consulting projects conducted by independent consultants or by OC faculty members in their own consulting practices. Through the Field-Based Consulting courses, students receive expanded training opportunities by working directly with organizational clients. Additionally, courses in Strategic Planning, Executive Coaching, Organizational Teamwork and Conflict Management, International Organizational Development, and Consultation Skills for Global Business provide students with the tools needed to build a successful consulting practice.

Psy.D. in Organizational Consulting

Faculty Advisement

Students will be assigned an academic advisor within the first two weeks of enrollment at Phillips Graduate Institute. Students are required to meet with their advisor early in the first semester and at least once each semester until completion of their degree. The faculty values and welcomes open communication with students. Students are encouraged to make appointments with other members of the faculty who will answer questions and provide consultation.

Entry Options

Students may enter the program in the Fall. Please call the Office of Admissions at (818) 386-5660, for dates and class schedules.

Admission Requirements

- Prerequisite coursework: twelve (12) units of social sciences successfully completed at the undergraduate or graduate level;
- Completion of an earned bachelor's degree from a regionally-accredited college or university with a minimum 3.0 grade point average (GPA).
Note: A "Grade Point Average Exemption Petition" may allow admission for applicants who do not meet the minimum GPA requirement;
- Demonstration of English proficiency may be required;
- Completion of Phillips Graduate Institute Admissions Application Packet, which includes:
 - Application form
 - Goals Statement/Essay
 - Three (3) recommendations
 - Undergraduate and graduate (if applicable) transcripts
 - Résumé/Statement of Experience
 - Application fee; and
- Admissions interview with Organizational Consulting Department Chair or his/her designee.

Please refer to the Office of Student Affairs section beginning on page 49 for details on admissions policies and procedures.

Doctor of Psychology in Organizational Consulting 96 units

The curriculum provides students with the required coursework for the Doctor of Psychology and prepares them for careers in organizational consulting and management. At the completion of the program, students will demonstrate through the preparation of a professional portfolio or a dissertation project competencies in the four domains.

CURRICULUM

First Semester (12 units)

- OC803 Psychology of Personal and Professional Development (4 units)
- OC806 Organizational Theory (4 units)
- OC809 The Practice and Profession of Consulting (4 units)

Second Semester (12 units)

- OC815 Psychology of Behavior in Organizations (4 units)
- OC818 Research Methodology (4 units)
- OC845 Foundations of Business: Structures and Processes (4 units)

Third Semester (12 units)

- OC739 Applied Research Methods (4 units)
- OC830 Practicum in Consultation: A (4 units)
- OC848 Practicum in Consultation: B (4 units)

Fourth Semester (12 units)

- OC812 Legal Issues & Ethical Decision Making in Organizations (4 units)
- OC824 Multicultural Issues in Organizations (4 units)
- OC904 Strategic Planning (4 units)

Fifth Semester (12 units)

- OC833 Organizational Teamwork and Conflict Management (4 units)
- OC842 Training, Development and Communications Theory (4 units)
- OC924 Human Resources Management (4 units)

Sixth Semester (12 units)

- OC928 Field-Based Consultancy A (4 units)
- OC936 Portfolio Project and Evaluation/Dissertation Project (4 units)
- OC940 Field-Based Consultancy B (4 units)

Seventh Semester (12 units)

- OC912 International Organizational Development (4 units)
- OC916 Organizational Leadership (4 units)
- OC944 Integrative Seminar: Advanced Issues in Organizational Consulting (4 units)

Eighth Semester (12 units)

- OC908 Leading and Managing Organizational Change (4 units)
- OC920 Executive Coaching (4 units)
- OC932 Cultural Intelligence: Consultation Skills for Global Business (4 units)

Academic Proficiency – Psy.D. Programs

Any student receiving a grade of B- or below in a course must retake the course, demonstrating sufficient mastery of the course content. Retaking a course may delay program completion and graduation. The student must meet with his or her academic advisor to discuss the impact of repeating a course on program completion. The original grade received in the course, as well as the grade received upon retaking the course, are both averaged into the student's cumulative grade point average.

Requirements for Degree Completion:

DOCTOR OF PSYCHOLOGY IN ORGANIZATIONAL CONSULTING

The degree is posted three times yearly; on the last day of December, May, and

August. All of the following requirements must be met prior to degree posting:

- Completion of all 96 units of core courses, with an overall GPA of 3.0 or higher;

Psy.D. in Organizational Consulting

- Successful completion of portfolio or dissertation project requirements and presentation of portfolio or dissertation project to panel of faculty and peers;
- "Intent to Graduate" form on file with the Registrar one semester prior to the date when a student expects to meet all graduation requirements;
- Payment in full of all financial obligations to Phillips Graduate Institute;
- Return of all Library materials; and
- Completion of an Exit Interview with the Financial Aid Department (Financial Aid recipients only).

Course Descriptions

OC739 APPLIED RESEARCH METHODS 4 units

The course emphasizes the use of research for the purposes of organizational diagnosis, assessment, program and intervention evaluation, and other organizational development issues. Students design and conduct an organizational research project that includes data collection, analysis and preparation and presentation of a final report.

OC803 PSYCHOLOGY OF PERSONAL AND PROFESSIONAL DEVELOPMENT 4 units

The course is designed to increase personal and professional awareness. Students will explore issues of responsibility and accountability to self, owners, employees, customers, and the local and global community. Topics will include learning styles; skills assessment; developing personal and organizational values, missions and visions; giving and receiving feedback; group formation; and standards of professional practice, professional associations and journals. Focus is placed on developing and maintaining professional relations, goal setting, contracting, designing professional presentations and project management for internal and external consultants. Students will discuss issues of personal responsibility and accountability in the organization; and will learn how

to set goals for greater personal and organizational effectiveness.

OC806 ORGANIZATIONAL THEORY 4 units

Major theories of organizational structure and leadership are explored. The course covers organizational structures and functions, organizational designs, culture, and environmental influences, and their relevance in a highly technological, unpredictable work environment. A systems approach to organizational design and administration is emphasized. Students gain an insight into organizational change (incremental, transitional, transformative and strategic) and the application to systems change work. The course offers the fundamentals of various organizational interventions.

OC809 THE PRACTICE AND PROFESSION OF CONSULTING 4 units

This process-oriented course for internal and external consultants explores the history of consulting and organizational development, and various views of the consulting process. Topics covered include marketing, contract negotiating and fee setting as strategies for building a successful consulting practice. Emphasis is placed on acquiring a working knowledge of the various phases of consulting including establishing and maintaining professional relationships, defining the consultant's role, setting goals and objectives, identifying and collecting information, writing reports, and presenting feedback.

OC812 LEGAL ISSUES & ETHICAL DECISION MAKING IN ORGANIZATIONS 4 units

An introduction to the legal, ethical and social issues facing managers in a variety of organizational settings. Business law, as well as theories of ethics and social responsibility are discussed and then applied to real-life settings involving employees, consumers, government, and society. Students explore important topics including whistle blowing, discrimination, advertising and product safety.

OC815 PSYCHOLOGY OF BEHAVIOR IN ORGANIZATIONS 4 units

An exploration of organizational behavior at three levels: the individual, the group and the organizational system. Beginning with the individual level, this course reviews the psychological foundations of individual behavior in organizational settings. The analysis continues to the group level where students discuss how diversity and individual differences, motivation, power relationships, and other factors affect the behavior of groups of employees. Finally, students apply their understanding of individual and group behavior to organizational behavior and culture. Emphasis is placed on how an organization's structure, technological processes, work design, performance appraisal and reward systems, and culture affect both the attitudes and behavior of employees.

OC818 RESEARCH METHODOLOGY 4 units

Students are guided in the investigation and application of qualitative and quantitative research design. The activities of the course emphasize methods of inquiry and evaluation of issues facing organizations. Course work includes definition of problems, construction of samples, review of research and popular literature, data collection and analysis and interpretation of results. Students develop a research proposal for inquiry into an area of professional practice. Upon completion of the course students will have a working knowledge of action and applied research methods, assessment, evaluation and will be able to discern the fundamental elements and quality of research articles.

OC824 MULTICULTURAL ISSUES IN ORGANIZATIONS 4 units

Interpersonal and strategic issues of diversity in the workplace both in the United States and abroad are introduced. Using case studies, literature and popular media, students explore definitions of diversity, the structure and dynamics of diversity in organizations and their organizational behavior implications. The course uses multiple levels of analysis to explore theory, research and strategies for

Psy.D. in Organizational Consulting

managing and leveraging differences and creating inclusion in today's multicultural society.

OC830 PRACTICUM IN CONSULTATION A: DESIGN AND CONDUCT FOR ORGANIZATIONAL ASSESSMENTS

4 units

Students work under the guidance of an assigned faculty advisor to develop consulting skills by gathering relevant data, and by integrating and applying knowledge and skills learned in courses. This is a two-semester experience that consists of between 120 and 160 hours of contact with an active organizational consultant. Students will study various components of organizational assessment and problem solving including problem identification, analysis of causes, analysis of possible solutions and action planning. Focus is placed on the ethical and professional issues involved in maintaining an active consulting practice as well as multicultural issues in establishing working relationships with organizations. The Practicum courses provide opportunities for students to develop skills related to values and ethics, self assessment and management, individual and professional accountability, communications, and collaborative/team oriented behavior.

OC833 ORGANIZATIONAL TEAMWORK AND CONFLICT MANAGEMENT

4 units

The study of team design for high performance in organizations is the focus of this course. The course explores major theoretical formulations regarding leadership, group effectiveness, conformity and role behavior, and the application of group facilitation and team building exercises within diverse, multinational organizations. Students develop knowledge, skills and techniques necessary for assisting organizations in creating high performance teams; recognizing inherent elements of team development; exploring the essential components of high performance teams; study the impact of all team members on team productivity; develop skills for assisting organizations in improving team members communication and strengthening team members relationships; and developing skills for presenting professional teambuilding trainings within the organizational

environment. In addition, the course helps students develop strategies for dealing constructively with conflict in organizational contexts including diagnosing disagreements.

OC842 TRAINING, DEVELOPMENT AND COMMUNICATIONS THEORY

4 units

An introduction to contemporary theories of communication strategy and how they apply to identity, relationship and information flow within the organization. Students develop dialogue skills for personal effectiveness; identify and promote communities of practice; design, execute and evaluate communications strategies; and create, implement and assess communications plans to deepen organizational brand and identity. Training and development focuses on using communication skills to train and develop employees. Methods of evaluating programs will be covered and will include a discussion of designs used to evaluate training. Students will gain experience designing and conducting training projects.

OC845 FOUNDATIONS OF BUSINESS: STRUCTURES AND PROCESSES

4 units

An overview of business basics in today's business environment including accounting, finance, and marketing for both large and small organizations. Focus is placed on the study of entrepreneurship as students employ common business language and tools in the development of a business plan suitable for actual use for an existing or prospective business. Students develop skills in writing and assessing the effectiveness of a detailed business plan, gathering and analyzing relevant data; identifying sources for developing a business plan; developing a marketing and financial management plan; and assessing how background, personality and business experience relate to entrepreneurial success.

OC848 PRACTICUM IN CONSULTATION B: PROCESS INTERVENTION AND CONSULTATION

4 units

Continuation of OC830, in which students work under the guidance of an assigned faculty advisor with a focus on developing

consulting skills by gathering relevant data and integrating and applying knowledge and skills learned in courses.

OC904 STRATEGIC PLANNING

4 units

The course presents a theoretical basis for the application of strategic planning and technology in for-profit and nonprofit organizations. Through readings and case studies students build an understanding of the process, tools and techniques appropriate to strategic planning. By participating in the preparation and presentation of a strategic plan, students develop skills in assessing internal and external organizational environments; exploring organizational opportunities and threats; developing vision and mission statements; and conducting gap analysis.

OC908 LEADING AND MANAGING ORGANIZATIONAL CHANGE

4 units

The course provides several theoretical perspectives on organizational change, and explores how to use strategic objectives to drive change. Focus is placed on creating learning organizations, and how leadership, sponsorship, organizational culture and change agents affect the change process. The interaction between leadership, strategic planning and effective decision-making are analyzed. Students assess key success factors for planning, implementing and sustaining organizational change.

OC912 INTERNATIONAL ORGANIZATIONAL DEVELOPMENT

4 units

The course addresses global and international issues in organizational development and provides an examination of the relationship among the global economy, U.S. organizations and business practices and behavior. Emphasis is placed on international organizational development, diagnosis and intervention from a global perspective. Students examine the structures and dynamics of international organizations as complex systems, and examine theories and concepts that explain organizational behavior, productivity, culture and norms.

Psy.D. in Organizational Consulting

OC916 ORGANIZATIONAL LEADERSHIP 4-units

Issues of leadership style, gender, diversity and the evolution of research, practice and trends in leadership are addressed as they pertain to the demands of today's business leaders. A survey of leadership theory and research; characteristics of leaders, and psychological and social correlates of leadership is conducted. Special emphasis will be placed on issues of contemporary leadership in times of organizational and societal turmoil and on personal and organizational factors that impact leadership effectiveness.

OC920 EXECUTIVE COACHING 4 units

The Executive Coaching course provides students with a solid foundation in the stages and processes used in executive coaching. Students are trained in the use of behavioral science-practitioner models that are applied in executive, business and personal coaching practices. Emphasis is placed on the coaching conversation; and on the stages of coaching including client education, data collection, planning, behavioral change, measurement, evaluation and maintenance. Students develop skills in listening and questioning, assessing executive strengths and needs; using instrumentation; and giving feedback.

OC924 HUMAN RESOURCES MANAGEMENT 4 units

Students explore various aspects of human resources management including managing creativity and diversity, components of HR systems, selection systems, compensation policies, employee safety, legal issues in HR, and conflict resolution. The course explores the role human resources plays in organizations and emphasizes workforce planning and linking human resources strategy to business outcomes.

OC928 FIELD-BASED CONSULTANCY A 4 units

This course is the culminating field-based experience and requires independent work by the students. The two-semester course involves between 240 and 360 hours of direct experience with an

approved client organization. Students will be directly responsible for circumscribed independent projects of specified portions of larger organizational client projects. The consultancy will involve the creation or a multilevel organizational appraisal and assessment; and articulation and documentation of a sequence of processes and procedures for an intervention. The nature and scope of all major tasks are described in a consultancy contract developed by the student, field-based supervisor and the program's field-training coordinator. The primary focus of this experience is the development of student skills and ability as related to operational competencies.

OC932 CULTURAL INTELLIGENCE: CONSULTATION SKILLS FOR GLOBAL BUSINESS 4 units

Students develop knowledge and skills in implementing the consulting process in international and multinational businesses. The course explores methods and techniques for the contracting, diagnosing and intervention stages of the consulting process. Coaching, alternative approaches to team development, and inter-group interventions are address. In addition, students learn to design, facilitate and implement systems and business change in a global business environment.

OC936 PORTFOLIO PROJECT AND EVALUATION/DISSERTATION PROJECT 4 units

Students are required to complete either a Portfolio Project or an evaluation/dissertation project. Through the Portfolio Project, students provide examples of the ways in which the field-based consultancy enhanced their competency level in multilevel organizational appraisal and assessment and multilevel organizational intervention. Topics applied through the portfolio project include reflection and refinement of practice based on inquiry. Students make an inquiry into their organizational consulting knowledge, skills and attitudes. The complex set of practices comprising effective organizational consulting are reviewed by each student as he/she selects course work samples illustrating personal and professional development through the program.

The dissertation project represents the culmination of the Psy. D. student's academic training and the student's entry into a consulting or academic career. The dissertation project is completed under the supervision of faculty, but is substantially the student's independent organizational research or evaluation. Students are required to design and conduct in-depth, independent organizational research on a topic of their choosing.

OC940 FIELD-BASED CONSULTANCY B 4 units

The continuation of OC928, this course is designed to be more complex than the practicum course and requires independent work by the student. Students complete between 240 and 360 hours of direct experience with an approved client organization and may opt for a new field-based consultancy experience or a continuation of the consultancy developed in OC928.

OC944 INTEGRATIVE SEMINAR: ADVANCED ISSUES IN ORGANIZATIONAL CONSULTING 4 units

This integrative seminar is designed to provide students with the opportunity to apply what they have learned toward the management of their professional practice. Topics explored in the class include evaluation of issues regarding organizational problems and strengths; study and application of methods of appreciative inquiry to determine what works; and development and utilization of strategic dialogue. Students utilize models and methods to assess, plan, develop and manage strategies for complex interventions from a systems perspective. Case analyses and guest speakers focusing on best practices are among the teaching strategies utilized as students prepare for their professional roles as organizational consultants.

OC950 PORTFOLIO PROJECT AND EVALUATION/DISSERTATION PROJECT EXTENSION

1 unit

This course is a continuation of OC936.

Student Affairs

Office of Student Affairs

The Office of Student Affairs is a resource for all candidates interested in the programs offered at Phillips Graduate Institute. This section is designed to provide students with information regarding admissions policies and procedures, tuition and fees, financial aid, and academic and administrative policies and procedures.

Campus Visitation

Potential students are strongly encouraged to visit the campus and meet with an Admissions Counselor to gather information about programs, learn about student life at Phillips Graduate Institute, and review requirements and the application process. Additionally, we regularly offer Information Receptions to provide potential students with information about the school, the programs, admissions policies and procedures, and financial aid.

Admissions Counselors are available to answer questions and assist candidates through their research of graduate studies and application to Phillips. Regular business hours are 9:00 a.m. to 6:00 p.m. Monday through Thursday, and 9:00 a.m. to 5:00 p.m. on Friday. Call (818) 386-5660 or e-mail info@pgi.edu for additional information or assistance.

Prerequisite Requirements

All applicants to Phillips Graduate Institute must have completed an earned bachelor's degree from a regionally-accredited college or university. Degrees from programs that are "approved" rather than accredited are not acceptable for application to Phillips. Applicants currently enrolled in a bachelor's program may apply to Phillips, but must have their degree conferred prior to the start of the semester for which they are applying.

The following degree programs require a minimum of twelve (12) units of **social sciences** at the undergraduate level:

- Master of Arts in Psychology with an emphasis in Marriage and Family Therapy;
- Master of Arts in School Counseling;
- Master of Arts in School Psychology; and

- Doctor of Psychology in Organizational Consulting

The following programs have **specific coursework requirements**:

- Master of Arts in Psychology with an emphasis in Marriage and Family Therapy/Art Therapy.

Prerequisite coursework must include a minimum of twelve (12) units of psychology with specific coursework in developmental psychology and abnormal psychology. In addition, applicants to this program must have a minimum of eighteen (18) units of studio art (as required by AATA and ATCB), and submit a portfolio of ten examples of the applicant's art work to be reviewed as part of the interview process.

Applicants interested in the concentration option apply under the MFT department admissions guidelines. The Goals Statement/Essay for these applicants must clearly demonstrate their interest in art therapy. They should also be prepared to discuss this interest as part of the interview process. A portfolio review is not necessary.

Applicants may request a waiver of studio art units based on demonstrated competency in fine arts such as exhibits and/or an extensive portfolio review.

- Art Therapy Postgraduate Clinical Training Program.

All applicants to the postgraduate clinical training program should have, or be in the process of earning, a master's degree in a related field. Postgraduate applicants are required to meet all the admissions standards and prerequisites, including possession of 18 units of studio art and a personal interview with the Art Therapy Department Chair/Faculty, prior to acceptance into the program. Academic transcripts or documentation of experience must demonstrate appropriate graduate level knowledge in the following areas or a student may

be required to take additional coursework: Research Methodology, Group Dynamics, Developmental Psychology, Legal and Ethical Issues (pertaining to one's professional degree), and Assessment and Treatment of Mental Disorders.

Postgraduate students who acquire art therapy hours of experience must be enrolled in the appropriate practicum course. All postgraduate students are required to have a clinical practice or be in a traineeship/internship within 3 weeks of starting the program. The training program is not approved by the American Art Therapy Association and the American Art Therapy Credentialing Board, and graduates of the training program will not qualify for registration as an art therapist.

- Doctor of Psychology in Clinical Psychology.

Prerequisite coursework must include a minimum of twelve (12) units of psychology completed in a regionally accredited college/university program with a letter grade of "B" or above. This coursework should cover at least four of these six content areas: Fundamentals of Psychology, Developmental Psychology, Abnormal Psychology, Statistics, Research, and Cognitive Psychology.

In the event that an applicant's previous coursework does not include the required classes, he/she may be granted the opportunity to complete any outstanding coursework prior to, or during, his/her enrollment in a Phillips program upon the approval of the Department Chair.

Applicants to the Clinical Psychology program are encouraged to submit a sample of their writing with their application materials.

Grade Point Average Requirements

Academic integrity and achievement are important at Phillips Graduate Institute. Therefore, there are minimum grade point average (GPA) requirements for Regular

課程介紹

104教育資訊網

美國加州管理學院

聯絡地址：

台北縣三重市中山路 379 號 5 樓

聯絡電話：查看電話

傳真電話：查看傳真

[加入筆記本](#) [索取資料](#)

享譽美國企管顧問界-管理組織心理學博士課程

■課程費用：詳見注意 事項 ■課程時數：詳見注意事項 ■難易度：進
事項 小時 階

■課程時間

開課時間	上課時間	上課時段	上課地點
96-10-29	一二三四五六		美國

■課程說明

菲立普大學：

1. 美國 WASC 教育評鑑委員會所認可，亦是名列台灣教育部參考名冊中之美國大學。
2. 校區位於南加州(Encino, CA)，鄰近北好萊塢郊區，距離洛杉磯國際機場僅 25 英哩。
3. 享譽南加州專業心理界的高等學府，為州政府認可專業人士進修教育之學習及研究機構。

博士班適合對象：

1. 企業主管、事業單位負責人及企業接班人
2. 從事人力資源管理、企業培訓或有意朝向顧問業務發展之工商界菁英
3. 有意朝學術界發展之專業人士

■課程目標

課程目標：

有鑑於工作職場上所面臨到越來越多與人際相關的議題，從企業的人性面切入經營管理已成為一種潮流及趨勢，心理學在工商企

業界的應用更是一門蓬勃發展的專業知識領域。美國菲立普大學所開設之「管理組織心理學博士課程」以組織心理學為基礎，結合人性與管理，培養領導者因應變革趨勢的組織創新能力及企業診斷技巧，強化組織中跨部門之溝通協調能力。即使是非正統 MBA 出身的中高階主管，透過實務性課程之安排與演練，更能學得整合性的管理知識及領導技能，掌握有效溝通的商業語言，營造組織新的高績效氣候。

課程特色：

1. 彈性赴美充電，專業人士及中高階主管「在職進修」之最佳選擇。
2. 課程為期三年，每半年赴美上課三星期，學校地點：洛杉磯近郊。
3. 符合時代性需求，從組織心理學的層面探討企業管理及領導，以系統性思考及人性化的角度研究個人與組織問題的解決。
4. 課程整體強調學術與實務並重，整合性的三大主軸：(1)理論教學、(2)經驗學習、(3)個人成長與專業發展之延伸與演練。
5. 課程結合美國波音公司長提分部之建教資源，安排每學期系列性參訪見習，台灣博士班學員深入波音團隊實體學習與交流。
6. 全程英語授課，師資陣容堅強，所有任課教授均為學有專精的博士級學者或美國知名企業如波音公司之企管顧問。
7. 畢業頒發正式博士學位為國際認可之學歷，畢業證書可依個人需要向駐外單位申請辦理學歷查驗及認證手續。

※注意事項

報名方式：洽電：02-2279-1868 阮呂仁傑 主任

網址：<http://www.cmi-learning.org>

Email：genlo@cmi-learning.org



CALIFORNIA MANAGEMENT INSTITUTE 美國加州管理學院

http://www.pgi.edu

在職進修學位課程 Executive degree program

博士課程 | 高階管理心理學博士班 | 常見問題集
碩士課程 | MAMM醫務管理碩士班 | MAM管理學碩士班 | MSE教育行政碩士班 | MA in Psy心理諮商

Message From The President of PGI
美國非立普大學管理心理學博士班



Phillips Graduate Institute / Doctor of Psychology in Organizational Consulting Program

心理學在工商企業界的應用

心理學在工商企業界的應用是一門蓬勃發展的專業知識領域。各類型組織無論其規模大小、營利或非營利性質，有鑑於工作職場上所面臨到越來越多與人際相關的議題，紛紛將教育訓練的重心轉向人類行為的研究，從企業的人性面切入經營管理已成為一種潮流及趨勢。

「人力資源管理」「員工/顧客滿意度」、「主管的領導行為」、「領導效能」及「組織溝通」等都是工商心理學的重要研究課題



課程特色

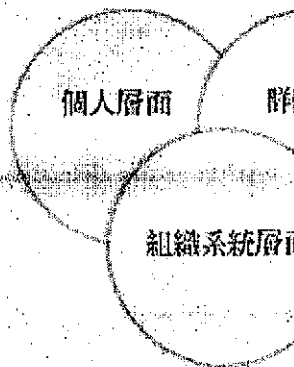
菲立普大學的高階管理心理學博士班是一個為期約三年半、專為在職的中高階主管及從事人資企業資訊師所設計的進修課程，因此課程安排以不影響學員的工作為第一考量。

在此前提下，課程設計特別採取密集式的上課方式，學員們於每半年赴美一次，每次在菲立普大學校本部修課三星期。

為使學員們於赴美上課期間能全心投入課業，達到最佳的吸收效果，校方要求學員們於赴美前須做預習準備，在美上課期間任課教授亦會指定課後作業，並要求於課程結束後完成該科的指定報告。

於返台期間，學員們也必須利用網際網路與教授及同學們進行問題的討論與交流，以期充分與課程內容結合，增強學習效果。

高階管理心理學博士班共分六期完成必修的96個學分，學員們最晚應於第四期開始博士論文的研究與寫作，以期於入學的三年半至四年內完成論文並取得畢業資格。所有的畢業生皆於六月間參加菲立普大學一年一度、與全校師生共襄盛舉的畢業典禮，獲得由菲立普大學頒發的正式博士學位證書。



未來出路

- 專任教授 (依照教育部規定，必須駐外累積16個月)
兼任教職
培養第二專長
為中年轉業作準備
擔任企業顧問
幫助公司成長、帶動組織變革

上課地點

美國加州菲立普大學 Phillips Graduate Institute (洛杉磯)

上課時間

每年五、十一月

Table with 3 columns: Course#, Units, Recommended Psy.D. Organizational Consulting Program Cours. Includes a row for YEAR ONE.



CALIFORNIA MANAGEMENT INSTITUTE
美國加州管理學院

http://www.

在職進修學位課程
Executive degree program

博士課程 | 高階管理心理學博士班 | 常見問題集
碩士課程 | MAMM醫務管理碩士班 | MAM管理學碩士班 | MSE教育行政碩士班 | MA in Psy心理諮詢

美國菲立普大學

Phillips Graduate Institute 帶給您全新的視野

管理心理學博士班

Doctor of Psychology in Leadership & Organizational Consulting Program

除了企管博士班，想要再上層樓的碩士級主管有新的選擇！
傳統的企管博士課程往往只著重在局部商學領域，理論研究多過於實務應用；
而制式的經營管理模式更無法符合當今產業結構急速轉變的需求。身為經營管理
者或從事人資專業及企業諮詢者的您該如何開拓視野，提升企業的競爭力？

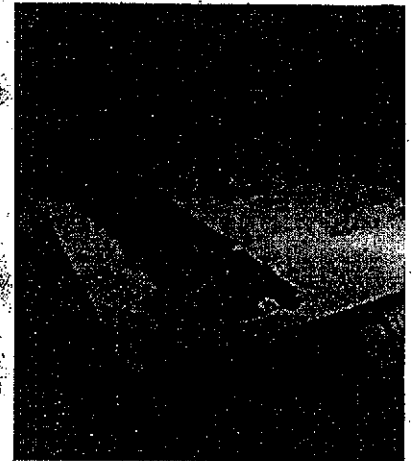
有別於傳統的高學院管理課程，菲立普大學組織行為學系所開設的管理心理學
博士課程強調以人為本的領導管理，培養管理者因應變革趨勢的企業診斷技巧，強化組織中跨部門之溝通協調能力。
縮溝通、領導變革、策略成效、衝突管理、員工潛能激發、團隊價值創新、資訊革命等領域，非常適合有意為組織帶
、追求團隊高績效的部門主管、激發員工生產力的企業培訓講師、改造組織的企業顧問、人力資源諮詢師等人就讀，
心技能的首選進階教育課程。

博士班適合對象：

- 事業單位或企業負責人
- 中小企業主
- 部門主管
- 企業顧問
- 培訓講師

博士班申請資格：

- 正規碩士以上學歷
- 具管理工作經驗
- 具英語溝通能力



必備文件：

- 報名申請費NT \$ 5,000
- 兩吋照片二張
- 身分證影本
- 有效護照passport及美簽visa影本
- 加州管理學院中文基本資料表
- 菲立普大學Application Form
- Personal Statement in English (學經歷介紹、學習動機及未來目標)
- Detailed Resume/Curriculum Vitae
- 英文推薦信二封 (需採用學校規定之格式)
- 大學英文版成績單：正本密封一份 (sealed)、影本一份 (opened)
- 研究所英文版成績單：正本密封一份 (sealed)、影本一份 (opened)
- 碩士畢業證書影本
- 其他有助於申請之證件影本

管理博士課程比較			
博士課程種類	Ph.D	Ed.D	D.B.A.
代表性學校	政治大學企管博士	舊金山大學領導與管理教育博士	諾瓦東南大學企管博士
核心課程	管理理論 專題討論 社會科學 研究方法	組織發展 與學習	MBA課程延申
課程重點	強調管理科學 理論與研究	強調教育領域 與專業管理	理論與實務結合

學校介紹--美國菲立普大學 Phillips Graduate Institute

1. 位於南加州安西諾市 (Encino, CA)，鄰近北好萊塢郊區，距離洛杉磯國際機場僅25英里，交通十分便利。
2. 是一所從事心理學教育的專門學校，僅開設研究所課程，頒發碩士及博士學位，以維持其高水準的教育及研究品質。
3. 為「WASC美國西部學術評鑑委員會」所認可，亦是名列台灣教育部參考名冊中之美國優良大學。
4. 為加州州政府認可心理及醫療專業人士進修教育之學習機構，在當地頗負盛名。
5. 組織行為學系擁有三十多年在人際關係上的豐富研究與經驗，提供一個能培養具備獨立思考、解決問題及世界觀環境。
6. 管理心理學博士班的所有任課教授均為學有專精的學者，且有多位教授同時擔任美國各大公司的顧問，無論是在實務經驗及顧問等各領域都有豐富的經驗及卓越的成就。

CALIFORNIA MANAGEMENT INSTITUTE

加州管理學院在台聯絡處
 Tel: (02) 2279-1868
 Fax: (02) 2995-8278
 e-mail: cmi168@ms8.hinet.r