

## HR 687: Consulting

Prerequisite: 18 credit hours

### Course Description:

In this course, you will acquire and practice the skills needed to build partnerships with management and operate as an HR consultant within an organization. You will first plan and prepare for the consultative relationship with a selected nonprofit organization, small business, or local government agency. Then, you will work with teammates on a determined HR consulting project (such as the development of an employee handbook, a mentoring program, a compensation analysis, etc.) In this process, you will learn about what causes client resistance, how to deal effectively with it, and how to manage a consulting project from start to end. You will be required to integrate your technical and theoretical HR knowledge into the consultative process. An overview of the major differences between consulting in nonprofit and for-profit organizations will be presented.

\* This course has been designed to align with HR competencies identified by the Association for Talent Development (ATD), HR Certification Institute (HRCI), Bersin by Deloitte, the Association for Human Resource Development, and the Society for Human Resource Management (SHRM) for Graduate HR Curriculum Guidelines.

### Learning Objectives:

Upon the completion of this course, learners will be able to:

1. Plan for a consultative relationship with a nonprofit organization.
2. Execute a consulting initiative within specific deadlines.
3. Learn how to deal with client resistance.
4. Learn to develop an effective virtual team work relationship.
5. Learn about differences in for-profit versus nonprofit organizations.

This course has a Service Learning designation. Service Learning is a teaching and learning strategy that integrates community service with academic instruction and structured reflection in such a way that students gain/develop further understanding of course content, meet genuine community needs, develop career-related skills, and become responsible citizens. The Center for Service Learning (SLC) serves as an additional resource for the SL component of this course.

[Center for Service Learning](#)