HR 670: Consulting

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 pre-selected nonprofit organization, small business, or local government agency. Then, you will work with teammates on a pre-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.

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

1. Plan for a consultative relationship with a non-profit 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.