HR 693: HR 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. Then, you will work with teammates on a pre-determined 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 and how to deal effectively with it and 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 organization will be presented.

This course has been designed to align with particular HR content areas, personal competencies, and business/policy knowledge applications recommended by the Society for Human Resource Management (SHRM) in their Graduate HR Curriculum Guidelines. WCU’s MSHR curriculum was reviewed by SHRM in March 2013 and recognized as being in full alignment with their guidelines.

Learning Objectives:

Upon the successful completion of this course, the student 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.