

HR 671: Advanced HR Consulting

Pre-requisite: HR 670

Course Description:

This is an advanced HR consulting level course in which students will continue to practice the skills needed to build partnerships with management and operate as a solo HR consultant for an organization. They will first plan and prepare for the consultative relationship with a pre-selected nonprofit organization, small business, or local government agency. They will then work on their own on a pre-determined HR consulting project (such as the development of an employee handbook, an employee mentoring program, a compensation analysis, etc.)

* 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

- To learn about what causes client resistance, how to best resolve it, and how to manage a consulting project from start to end, including meeting deadlines.
- Students are required to integrate their technical and theoretical HR knowledge into the consultative process.

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.

<http://www.servicelearning.wcu.edu>