



College of Education
Allied Professions

Master of Science in Human Resources

HR 669: Consulting Theory and Practice

Course Description:

Students will learn the foundational knowledge and theoretical aspects of Human Resources consulting. They will practice the skills needed in order to better understand the work in the required HR consulting courses and to work as a Human Resources consultant. Students will learn to provide advice and guidance to ensure human resource professionals have the resources, capability, and training to fulfill their roles. The focus of this course will be understanding and applying consulting theory and practice to exclusively human resources projects (e.g., employee engagement, employee development, DEI initiatives, etc.). Students will also learn how to manage an HR consulting project from start to end.

Note: This course is an optional elective course that will provide knowledge and skills in preparation for the HR 670 and HR 671 required courses.

Learning Objectives:

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

Summarize the theories and purposes underpinning HR consulting in organizational settings. (Strategic HR Leadership)

Identify, plan, and implement appropriate HR consulting practices to meet articulated needs. (Operational HR Leadership)

Utilize diverse, equitable, and inclusive language, behaviors, and practices intended to build respect within organizations. (Ethical & Socially Responsible HR Leadership)

Develop authentic and appropriate consultant-client relationships to elucidate organizational challenges and engage helping interventions. (Relational HR Leadership)