LEARNING AND
ORGANIZATIONAL CHANGE

The Learning and Organizational Change program examines formal and informal change among individuals, groups, organizations, and systems. Students study organizational change, learning, and design thinking to analyze systems, structures, and team dynamics through multiple perspectives and approaches. The program draws from theoretical and empirical research and practice from disciplines as diverse as organization and management sciences, learning sciences, sociology, psychology, economics, and design.

Program of Study

- Learning and Organizational Change Major (https://catalogs.northwestern.edu/undergraduate/education-social-policy/learning-organizational-change/learning-organizational-change-major/)

LOC 211-0 Intro to Organization Theory & Practice (1 Unit) Examines major organizational behavior theories and practices through organizational analysis.

LOC 214-0 Culture and Cognition (1 Unit) Research and theory on the interrelatedness of culture and thought. Combined with LRN_SCI 214-0; may not receive credit for both courses.

LOC 214-BR Culture and Cognition: SESP Leadership Institute (1 Unit) Research and theory on the interrelatedness of culture and thought. Combined with LRN_SCI 214-0; may not receive credit for both courses.

LOC 216-0 Introduction to Organizational Learning (1 Unit) Looks at perspectives on learning across levels from individuals to groups to organizations. The goal of the course is to set the foundation for comparing and contrasting different views of learning and making assessments of how each permit us to understand individual and collective processes and outcomes. The course emphasizes explanation, design, and critique through a combination of case analyses, primary empirical research, and project-based learning.

LOC 306-0 Studies in Organizational Change (1 Unit) Examines theories and methods of organizational change through analysis of organizational adaptations; applies theories from learning sciences and organizational behavior.

LOC 308-0 Redesigning Everyday Organizations (1 Unit) Concepts and methods for understanding and studying cognition and learning and putting these concepts and methods to use in a design/change project. Taught with LRN_SCI 308-0; may not receive credit for both courses.

LOC 309-0 Team Dynamics (1 Unit) In this course, we will explore team dynamics, those forces that influence a team’s behavior and performance, and what can enhance or hinder potential for impact. We will analyze the contributors to team functioning and their interrelationships at multiple levels: intrapersonal, interpersonal, group and organizational. Key topics include team development, team make-up and roles, leadership and followership, decision-making, navigating conflict, collaboration and competition, effective communication, content vs. process, diversity and in-group/out-group tensions. Throughout the class, students will be analyzing and applying concepts through case studies and simulations. Assignments to demonstrate mastery include regular written individual papers and a team project. This course is suitable for undergraduate students in LOC, Human Development in Context, and related majors throughout Northwestern that are interested in leadership, teams/groups or organizational change. Taught with HDC 309-0; may not receive credit for both courses.

LOC 310-0 Learning Organizations for Complex Environments (1 Unit) Major change factors, including technology, globalization, and demographics, and their impact on organizations; how organizations are creating and responding to these changes through organizational design, learning systems, and human resource changes.

LOC 311-0 Tools for Organizational Analysis (1 Unit) Understanding cause-and-effect relationships pertaining to organizational behavior and performance.

LOC 312-0 Modern Organization and Innovations (1 Unit) Advances in technologies, from computation to analytics to new models of management and organizations, has radically transformed both everyday work and classic models of management and organization. This course takes a novel approach to understanding these transformations by partnering a SESP faculty member with industry leaders and change agents to identify and analyze changing organizational forms and the implications for work in the contemporary economy. In doing so, this course will expose students to variants in organizational models, for example, from the highly institutionalized, yet ever changing, digital firm to firm-market hybrids that supply branded service yet do not employ the providers or own the assets that provide services. Students will have weekly analytic assignments that prepare for and reflect on industry co-instructor sessions as well as a final team project. This course is suitable for undergraduate students in LOC, social policy, and related majors throughout Northwestern that are interested in leadership or organizational change. This advanced, highly interactive course fulfills new Learning and Organizational Change (LOC) requirements and is open to LOC students and beyond.

LOC 313-0 Learning and Thinking in Organizations (1 Unit) Examines how human learning and thinking can facilitate organizational growth and change through methods such as instructional design, modeling, and evaluation of learning outcomes.

LOC 346-0 Psychology of Technology & Instructional Design (1 Unit) Introduction to theory and practice in the development of technologies for formal and informal learning in the classroom, workplace, and everyday world.

LOC 351-0 Topics in Learning and Organizational Change (1 Unit) Advanced work on special topics.

LOC 391-0 Organizational Planning & Analysis (1 Unit) Examines major change factors, including technology, globalization, and demographics, and their impact on organizations; how organizations are creating and responding to these changes through organizational design, learning systems, and human resource changes.

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SESP 203-0 Human Development: Adulthood and Aging (1 Unit) Psychological, sociological, and biological factors influencing socialization and development from young and middle adulthood through old age. Influences of family, school, and work on the individual.

SESP 204-0 Designing for Social Change (1 Unit) Processes, challenges, and ethics of designing programs, at home and abroad, for realizing human rights and meaningful social change.

SESP 210-0 Introduction to Statistics and Research Methodology (1 Unit) Definitions and classifications of terms used in quantitative methods; measures of typical and maximum performance, reliability, and validity checks; reporting and displaying data; interpreting results.

SESP 218-0 Leaders Lab (1 Unit) N/A.

SESP 251-0 Community Based Research Methods (1 Unit) N/A.

SESP 272-0 Field Research Methods (1 Unit) Guided practice in systematic and participant observation. Observer bias, field notes, unobtrusive measures.

SESP 291-1 Peer-Led Learning: Theory and Practice (0.25 Unit) SESP 291 is the training program for students working as first-time mentors in the Peer Leaders program. It is taken over two academic quarters, with each quarter offering .25 credit (a total of .5 credit). You will receive a "K" grade for fall quarter, which means you are continuing in the course. After winter quarter, you will receive a letter grade which will be retroactively applied to fall quarter.

SESP 291-2 Peer-Led Learning: Theory and Practice (0.25 Unit)

SESP 295-0 Theory and Practice of Community Consulting (1 Unit) Course on the importance of community capacity building and the community-consulting process; start of preliminary work for the Certificate in Civic Engagement capstone project.

SESP 298-0 Student Organized Seminar (1 Unit) Courses proposed by students and supervised by faculty sponsors on special topics approved by the SESP undergraduate education director. May be taken only once per quarter; pass/no credit only. Consultation with the SESP student affairs assistant dean advised.

SESP 299-1 Civic Engagement Capstone Research (1 Unit) Independent study courses leading to completion of the Certificate in Civic Engagement capstone project.

SESP 299-2 Certificate in Civic Engagement- Capstone Project (1 Unit) Independent study courses leading to completion of the Certificate in Civic Engagement capstone project.

SESP 310-0 Methods for Causal Inference (1 Unit) N/A.

SESP 317-0 Gender and the Life Course (1 Unit) How gender influences major life stages. Focus on the psychosocial effects of gender on children; young, midlife, and old adults; societal institutions; and selected social policy issues.

SESP 320-0 Race and Education (1 Unit) Conceptual underpinnings of the construct of race and how conceptions of race have influenced the course of education in the United States.

SESP 322-0 Crafting Child Policy (1 Unit) N/A.

SESP 323-0 Trauma and Atrocity: Holocaust Memory, Memorials and Museums: (1 Unit) N/A.

SESP 324-0 Pedagogies for History and Injustice: Holocaust Education Design (1 Unit) N/A.
the SESP assistant dean for student affairs; submission of completed Request for Independent Study/Special Courses Form at registration.