Implementing HPT Interventions

EME 6427
(3 semester hours)

Course Description

Human Performance Technologists work in organizations in many different ways; the role of HPT professional is multi-faceted, ranging from analysis, to intervention selection, to change manager, to evaluator. This class focuses on the role of the HPT professional as a change manager. Within this role, HPT professionals will explore topics related to change models, individual needs and group dynamics, and planning for HPT projects. The implementation of instructional and non-instructional interventions follows a process model that meets education and training needs of the organization and guides the student in developing strategies for implementing those interventions.

Purpose of the Course

The purpose of this course is to provide education and training leaders with the skills to understand and develop change strategies and to determine organizational changes, and actions needed, in order to provide stakeholders and decision makers with the best possible change interventions.

Major Goals

Upon completion of this course, HPT practitioners will systematically develop change strategies for interventions that identify human and organizational needs, and successfully adopt change models for innovations, and interventions.

Objectives

A. Creating a Framework for Change
   a. Identify change models
   b. Develop strategies for implementing identified interventions into organizational structures
   c. Identify system resources required for interventions and implementation of those interventions
   d. Justify the need for change and innovation
   e. Articulate an organization’s commitment to and readiness for change and innovation
   f. Develop strategies for implementing and maintaining change
   g. Create action plans for introducing and consolidating interventions
h. Create plans for managing and reducing individual and organizational resistance
i. Develop strategies for motivating and rewarding employees and management as changes are implemented

B. Establishing Group and Organizational Communications Channels
   a. Identify communication models
   b. Generate strategies for introducing change and innovations
   c. Develop strategies for facilitating stakeholder communication
   d. Develop strategies for forming and maintaining effective groups
   e. Develop strategies that facilitate individual, group, and organization communication, interaction and needs
   f. Develop strategies for facilitating group processes and dynamics
   g. Develop strategies for facilitating and empowering teams

C. Planning for Implementation
   a. Use project management strategies to develop timelines for implementation projects
   b. Develop strategies that facilitate implementation processes
   c. Develop strategies for managing and monitoring implementation processes

Course Requirements and Evaluation

Required Text


Assignments

Examination: knowledge-level examination of multiple choice, true/false, short answer (30%)

Mini-Case Analysis: Analyze case according to specifications. Case analysis should be in narrative-report form. (20%)

Change Strategy Database: Develop a database of problems and solutions related to change. (20%)
Change Plan: Develop a research-based implementation plan that defines, explains, and justifies individual, group, and organizational requirements, resource requirements, project management issues and timelines, and general evaluation issues. (30%)

**Grades**

<table>
<thead>
<tr>
<th>Range</th>
<th>Grade</th>
<th>Grade</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>94-100</td>
<td>A</td>
<td>87-89 B+</td>
<td>77-79 C+</td>
</tr>
<tr>
<td>90-93</td>
<td>A-</td>
<td>83-86 B</td>
<td>73-76 C</td>
</tr>
<tr>
<td>80-82</td>
<td>B-</td>
<td>70-72 C-</td>
<td>Below 62 F</td>
</tr>
</tbody>
</table>

**Attention:**

If you have a need for any class accommodations or special test taking arrangements because of a physical and/or perceptual limitation, please get in touch with the instructor at the earliest time possible. Please leave your name and phone number so the instructor can contact you to set up an appointment.

**Bibliography and References**


