



**Developing Workforce Talent**  
HRD 325 |  
Southwestern College Professional Studies

**COURSE SYLLABUS**

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I. **Course Catalog Description**

This course focuses on the creation of a personal development plan that will provide insight into abilities, strengths and weaknesses that help the participant to succeed professionally. It will focus on skills assessment, career planning, developing the attributes and talents that help people move both up and laterally in organizations. It will also focus on the current trends in organization effectiveness development.

II. **Required and Supplementary Instructional Materials**

Tieger, P. D., Barron, B., & Tieger, K. (2015). *Do what you are: Discover the perfect career for you through the secrets of personality type* (5th ed.). New York, NY: Little, Brown, and Company.

Print ISBN: 9780316236737, 031623673X

Hunt, J. M., & Weintraub, J. R. (2017). *The coaching manager: Developing top talent in business* (3rd ed.). Thousand Oaks, CA: Sage Publications.

Print ISBN: 9781483391656, 1483391655

eText ISBN: 9781483391670, 1483391671

III. **Learning Outcomes**

Learning outcomes describe the knowledge, skills, values, and attitudes that learners gain as the result of a particular learning experience. Southwestern College Professional Studies has learning outcomes specific to each course and each [undergraduate](#) and [graduate](#) program of study, as well as [institution-wide outcomes](#) related to the mission and vision of the college. Outcomes can help learners and instructors focus on the big picture of the learning experience and can help inform potential employers about a graduate's knowledge and skills.

Upon successfully completing this course, the learner will be able to:

- Explain the various ways in which managers, supervisors, HR professionals, and coaches develop workforce talent within an organization.
- Evaluate methods and techniques for assessing and developing workforce talent within an organization.
- Employ coaching as one method for encouraging and promoting employee development and for helping employees prepare a career plan.
- Use personality type assessment as a tool and technique for determining employees' abilities, strengths, and areas for development and improvement.
- Coach personnel on the development and execution of a plan for career development.
- Create and execute a plan for workforce talent development in an organization.

At the end of the course, learners may vary in their ability to achieve these outcomes. You are more likely to achieve these outcomes only if you attend class and/or online activities as required by the syllabus, complete the requirements for all assignments to the best of your ability, participate actively in class activities and group work as directed, and study diligently for exams.

IV. **Course Policies**

Students are expected to read and abide by the course policies located in the instructor-specific syllabus in the blackboard course.

V. Course Requirements:

Requirements	Number of Assignments	Points Possible	Percent of Grade
Discussion Board	6	300	30
Unit Research Papers	3	300	30
Journals	3	150	15
Final Research Paper	1	250	25
<b>Total Points</b>		<b>1,000</b>	<b>100</b>

VI. Course at a Glance:

Unit	Reading & Preparation Activities	Graded Work Due
1	<ul style="list-style-type: none"> <li>Review the Start Here link in the Course Menu and become comfortable navigating the course.</li> <li>Read <i>Hunt &amp; Weintraub</i> Chapters 1-4</li> <li>Participate in the Collaborate session or review the recording.</li> <li>Submit research paper in Blackboard in appropriate area</li> </ul>	<ul style="list-style-type: none"> <li>Discussion Board</li> <li>Research Paper</li> </ul>
2	<ul style="list-style-type: none"> <li>Read <i>Hunt &amp; Weintraub</i> Chapters 5-7</li> </ul>	<ul style="list-style-type: none"> <li>Discussion Board</li> <li>Research Paper</li> </ul>
3	<ul style="list-style-type: none"> <li>Read <i>Hunt &amp; Weintraub</i> Chapters 9 &amp; 11-12</li> </ul>	<ul style="list-style-type: none"> <li>Discussion Board</li> <li>Journal</li> </ul>
4	<ul style="list-style-type: none"> <li>Read <i>Tieger &amp; Barron</i> Part 1 (Ch. 1-3)</li> <li>Participate in the Collaborate session or review the recording. Live attendance or viewing of the recording is required due to its instructional nature.</li> </ul>	<ul style="list-style-type: none"> <li>Discussion Board</li> <li>Journal</li> </ul>
5	<ul style="list-style-type: none"> <li>Read <i>Tieger &amp; Barron</i> Part 2 (Ch. 4-7)</li> <li>Read <i>Tieger &amp; Barron</i> Part 3 (Ch. 24 &amp; 26)</li> <li>Submission of Final research paper.</li> </ul>	<ul style="list-style-type: none"> <li>Discussion Board</li> <li>Journal</li> <li>Research Paper</li> </ul>
6	<ul style="list-style-type: none"> <li>Participate in the Collaborate session or review the recording.</li> </ul>	<ul style="list-style-type: none"> <li>Discussion Board</li> <li>Final Research Paper</li> </ul>

VII. Other Policies and Requirements

Follow this link to the Southwestern College Professional Studies [Standard Syllabus](#) in Blackboard. You may be required to log in.