

# Talent Development and Training (MA)

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*This program is offered by the George Herbert Walker School of Business and Technology. It is available online, at the St. Louis main campus and at select U.S. campuses. Please see the Campus Locations and Offerings section of this catalog for a list of campuses where this program is offered.*

## Program Description

This program prepares professionals in the field of Talent Development and Training. It prioritizes skills in the areas of individual development, organizational capacity building, and professional performance improvement. The program is designed to develop professionals who can integrate emergent approaches in the field of talent development. The program integrates a professional approach that focuses on core areas such as: Learning Sciences, Instructional Design, Training and Delivery Facilitation, Technology Application, Knowledge Management, Career and Leadership Development, Coaching, Evaluating Impact.

The Talent Development degree-seeking student should consult the Admission, Enrollment and Academic Policies sections of this catalog for policies regarding application, admission, registration and the academic policies of Webster University. Academic policies or exceptions to policies applicable to MBA students are noted under their respective general academic policies.

## Learning Outcomes

Graduates of talent development and training program will be able to:

- Plan instructional and organizational development experiences such as professional learning plans based on research on how adults learn in the workplace.
- Apply models of instructional design to analysis and creation of learning objects, job aids and instructional programs.
- Uses data analytics and organizational learning in order to analyze and create organizational talent development at scale.
- Conduct self-assessment, organizational assessments to develop performance improvement plans and develop organizational talent strategy..
- Apply coaching models and develop coaching agreements for ethical recruitment and organizational talent development.
- Engage in evaluation of learning programs and work task analyses in order to assess the efficacy of learning experiences.
- Demonstrate and document core talent development competencies in a goal aligned professional digital portfolio.

## Program Curriculum

The 36 credit hours required for the master of arts (MA) in talent development and training must include the following courses:

- TDEV 5000 Introduction to Talent Development (3 hours)
- ORDV 5000 Practicing Organizational Development (3 hours)
- ORDV 5100 Change Leader Self-Mastery (3 hours)
- EDIN 5120 Instructional Development (3 hours)
- EDIN 5130 Foundations of Workplace Learning (3 hours)
- EDIN 5140 Evaluation of Training Programs (3 hours)
- TDEV 5500 Talent and Career Development (3 hours)
- EDIN 5630 Creative Multimedia Design for Innovative Learning (3 hours)
- TDEV 5700 Coaching for Performance Improvement (3 hours)
- ORDV 5800 Achieving Breakthrough Results (3 hours)

- TDEV 5800 Applied Research in Talent Development (3 hours)
- TDEV 6000 Talent Development Capstone Project (3 hours)

## Admission

See the Admission section of this catalog for general admission requirements. Students interested in applying must submit their application online at [www.webster.edu/](http://www.webster.edu/) apply. Transcripts should be sent from your institution electronically to [transcripts@webster.edu](mailto:transcripts@webster.edu). If this service is not available, send transcripts to:

Office of Admission  
Webster University  
470 E. Lockwood Ave.  
St. Louis, MO 63119

## Additional Requirements

Applicants to the Talent Development and Training (MA) must have completed a business or business-related undergraduate degree meeting the following criteria:

- University/college is regionally accredited
- The business school must have a business-related accreditation (e.g. AACSB, ACBSP, IACBE, etc.)

Applicants who do not meet these qualifications must do one of the following:

- Successfully complete BUSN 5000.
  - Note: BUSN 5000 will count as an elective in the program. This option is only available for students who are required to take BUSN 5000.
- Complete all of the following undergraduate courses (or their equivalents) with a grade of C- or better (17 credit hours total, not including individual course prerequisites):
  - MNGT 2100 Management Theory and Practices
  - ACCT 2010 Financial Practices