

WINONA STATE UNIVERSITY 2021-2022 CATALOG

Business Education Program Advising Form

Training and Development Certificate—Graduate Level

Revised 9/1/21, Faculty Contact: Dr. Dana Brigson, Helble Hall 202, 507.457.5197, dbrigson@winona.edu

Course Number	Course Title	Credits	Semester Offered	Method of Instruction
BUED 510	Training & Leadership Relations	3	Fall	Online
BUED 540	Training & Development Theory	3	Fall	Online
BUED 541	Training Design & Application	3	Spring	Online
EDFD 542	The Adult Learner	3	Spring	Online
BUED 570	Seminar in Training and Education	3	Independent Study <small>(contact BUED faculty)</small>	Online

BUED 410/510 – Training & Leadership Relations (3 S.H.)

Leadership topics will be addressed including effective leadership strategies, risk taking, engaging and strengthening others, clarifying values, and celebrating success. Related communication topics will also be addressed including fostering collaboration, strategic and organizational communication, envisioning and communicating goals. *ATD Competencies: Change/Leadership/Management Development*

BUED 440/540 - Training & Development Theory (3 S.H.)

This course will provide an overview of training and adult learning theory with an emphasis on a systems approach to training program design. Key phases of the training and development process will be addressed including needs analysis, design, implementation, and evaluation. *ATD Competencies: Instructional Design/ Training Delivery*

BUED 441/541 - Training Design & Application (3 S.H.)

This course will focus on design principles and application methods used to develop effective training sessions. Related topics will include research-based training principles, instructional methods, and current trends in the training and development field. *ATD Competencies: Learning Technologies/Managing Learning Programs*

EDFD 442/542 - The Adult Learner (3 S.H.)

This course will provide an overview of the characteristics and needs of the adult learner. Topics related to effective teaching and training of adults will also be addressed including learning styles, inclusion, relationship-building, instructional design, and motivation. *ATD Competencies: Instructional Planning/Managing & Evaluating the Learning*

BUED 470/570 - Seminar in Training and Education (3 S.H.)

Specific subject matter is arranged by the BUED faculty. May be repeated when offered with different subject matter content and title. Offered when demand warrants. *ATD Competencies: Career-focused, customized learning experience so any and all competencies could be addressed.*