

WINONA STATE UNIVERSITY 2025-2026 CATALOG**Business Education Program Advising Form****Training and Development Certificate—Graduate Level**Revised 9/1/25, Faculty Contact: Dr. Dana Brigson, Somsen Hall 310, 507.457.5197, dbrigson@winona.edu

Course Number	Course Title	Credits	Semester Offered	Method of Instruction
BUED 610	Training & Leadership Relations	3	Fall	Online
BUED 640	Training Theory & Application	3	Fall	Online
BUED 641	Training Design & Workplace Wellness	3	Spring	Online
BUED 670	Seminar in Training and Education	3	Independent Study (contact BUED faculty)	Online
		12 CR		

BUED 610 – Training & Leadership Relations (3 CR)

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 640 – Training Theory & Application (3 CR)

This course will provide an overview of training theory and application methods used to develop effective training programs. Key phases of the training and development process will be addressed including analysis, design, implementation, and evaluation. Related topics will include research-based training principles, current trends, and effective use of technology in training. *ATD Competencies: Instructional Design/Training Delivery/Learning Technologies*

BUED 641 – Training Design & Workplace Wellness (3 CR)

This course will focus on effective training methods in various settings with emphasis on the positive impact leaders can have on such environments. A holistic approach will be utilized addressing instructional design and leadership strategies that support individuals' physical, mental, and social well-being.

ATD Competencies: Instructional Design & Planning/Managing Learning Programs/Leadership

BUED 670 - Seminar in Training and Education (3 CR)

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 or all competencies could be addressed.*