

ORGANIZATIONAL CONSULTING

The Master of Organizational Consulting program equips students with the essential skills and knowledge needed to pursue careers in consulting, preparing them to serve a diverse range of clients, including businesses, non-profits, and community organizations. The curriculum provides a strong foundation in the consulting process, with an emphasis on understanding client organizations, conducting data analysis, and applying key consulting frameworks. In addition to core knowledge, the program focuses on the development of practical skills such as professionalism, client relationship management, and effective project execution. Students engage with both cutting-edge theoretical concepts and hands-on applied experiences, including projects with Organization and Management Solutions (OMS), a university-based consulting group. This combination of academic learning and real-world practice ensures that students are well-prepared for success in the consulting profession and a wide range of industry careers that utilize consulting expertise.

Administrative Staff

Graduate Program Coordinator

Peter Hausdorf

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Graduate Program Assistant Team

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Graduate Faculty Listing

This list may include Regular Graduate Faculty, Associated Graduate Faculty and/or Graduate Faculty from other universities.

Cris Bravo Monge

BBA Georgia, MBA Clemson, PhD San Diego - Assistant Professor
Graduate Faculty

Sarah Carver

B.Sc. Guelph, MA, PhD Western - Assistant Professor
Graduate Faculty

Nita Chhinzer

BA York, MBA, PhD McMaster - Associate Professor
Graduate Faculty

Rumina Dhalla

MBA, PhD York - Associate Professor
Graduate Faculty

Harjinder Gill

BA Waterloo, MA, PhD Western - Associate Professor
Graduate Faculty

Peter A. Hausdorf

B.Sc. McMaster, MA Guelph, PhD McMaster - Professor
Graduate Faculty

Sean Lyons

BPA Windsor, MA, PhD Ottawa - Professor and Associate Dean (Research and Graduate Studies), Gordon S. Lang School of Business and Economics

Graduate Faculty

Deborah Powell

BA Queen's, MA, PhD Western - Professor
Graduate Faculty

Davar Rezania

M.Sc. Utrecht, MBA Derby, PhD Ramon Llull, CPA, CMA - Associate Professor
Graduate Faculty

Leanne S.M. Son Hing

BA Queen's, MA, PhD Waterloo - Professor
Graduate Faculty

David Stanley

BA Waterloo, MA, PhD Western - Associate Professor
Graduate Faculty

Admission Requirements

To be admitted into the Master of Organizational Consulting program, applicants must hold a four-year honours undergraduate degree (or equivalent) from a recognized university. While a specific undergraduate major is not required, applicants should demonstrate a strong academic foundation and relevant professional experience or interest in consulting. A minimum cumulative average of B- (70%) in the final two years of full-time undergraduate study (or equivalent) is required for admission.

Applicants are expected to have a minimum of **two years of full-time work experience**. Applicants with less than two years of full-time experience may also be considered if they have relevant part-time, volunteer, or co-op experience. In such cases, applicants must clearly explain in their application how these experiences have prepared them for graduate study in consulting.

All applicants are required to submit a **Program Goal Statement** (approximately one page) describing how they wish to leverage their experiences through the program to address problems they have observed or experienced in their work, organizations, communities, or society.

University admission requirements for English language proficiency apply to this program.

Learning Outcomes

By the end of the Master of Organizational Consulting program, students will have the capacity to:

1. Design and implement data-driven strategies and solutions by effectively gathering, analyzing, and interpreting quantitative and qualitative data.
2. Assess the impact and effectiveness of consulting interventions by incorporating continuous feedback mechanisms, performance metrics, and evaluation techniques.
3. Summarize and apply fundamental project management tools and techniques, including communications, risk analysis, cost estimation and budgeting, and quality control, within an organizational context.
4. Develop and manage productive relationships with diverse stakeholders by employing effective communication, negotiation, and conflict resolution skills to ensure successful project outcomes.

5. Develop a foundational understanding of organizational systems, structures, and consulting processes to identify and address client needs effectively.

6. Demonstrate the importance of professional and ethical behaviour in consulting engagements by adhering to industry standards, regulations, and best practices while ensuring integrity and accountability.

Program Requirements

The Master of Organizational Consulting program requires successful completion of 4.0 credits, consisting of 9 core courses, as follows:

Code	Title	Credits
MGMT*6300	Business Consulting	0.50
MGMT*6400	Project Management	0.50
BUS*6440	Business Analytics	0.50
BUS*6590	Organizational Theory and Design	0.50
PSYC*6310	Professional, Ethical, and Legal Issues in Consulting	0.25
PSYC*6320	Change Processes	0.50
PSYC*6330	Interpersonal Dynamics in Consulting	0.50
PSYC*6340	Consulting Project	0.50
PSYC*6350	Consultant Reflections and Personal Development	0.25