



# MASTER'S DEGREE ORGANIZATION SYSTEMS RENEWAL



at Seattle University

Graduate program in Organization Systems Renewal®

Be the difference you want for your world  
with the OSR Master's program.



Did you ever think grad school could look like this? The 17th cohort begins their learning journey together near Port Orchard, Washington.

Here is your opportunity to achieve excellence as a designer and leader of change within your organization and community. Whether you are pursuing a career in organizational development or wanting to improve your leadership skills, the OSR Master's program is a rewarding investment for life. The 17th cohort is now forming; classes begin in September 2010.

**Design and lead system-wide organizational change with confidence.**

As an OSR Master's graduate, you will be able to:

**Improve performance** — Light a fire by engaging the whole organizational system to clarify purpose and align resources toward a preferred and sustainable future.

**Reframe "problem solving"** — See the North star above the forest. Identify the key issues and dynamics of complex organizational systems and then intervene, "disturbing" the system to achieve desired results.

**Design and lead change** — Sense the way out of the maze by using ambiguity, tension, and chaos as resources and allies.

**Facilitate productive communication** — Connect hearts by designing and leading effective meetings, contracting for clear and clean feedback, and working with conflict as energy to be aligned.

**Develop collaboration** — Help your organization sing as one choir, achieving results greater than the sum of the individual contributions.

**Engage diverse perspectives** — Create a collage of new meaning, growing an organization that is more adaptable, resilient, creative, and sustainable.

**Build organizational culture** — Infuse the air with a spirit that embraces individual and organizational learning, encouraging individuals to fully "show up" in their work with their mind, heart and body.

**Contribute to a just and humane world** — Be of service by appreciating, attending to, and ethically serving your own community and the world at large.

**A unique, 21st-century way to learn, designed for working professionals**

**Cohort-based** — Join a group of students who begin coursework at the same time and travel through the program together until its completion.

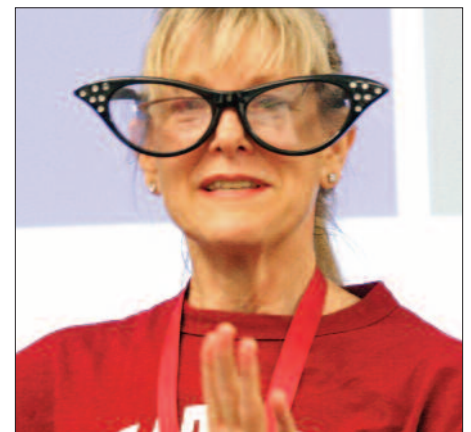
**Degree** — Receive a fully accredited Master of Arts degree from Seattle University in Organization Systems Renewal.

**Schedule** — Your cohort meets once each month for seven consecutive quarters (Sep

2010 through June 2012). Campus sessions, ranging from 3–5 days, are held over weekends in Seattle. Two residential sessions are held off-site near Port Orchard, Washington.

**Interdisciplinary interconnections** — Academic knowledge focuses on systems, organizations, design, change, intervention, leadership, group dynamics, inquiry, global and multicultural perspectives. Skill development and application sessions help you translate theory into practical action.

You will study the interconnections between personal, social, business, government, ecological, and global challenges. You will learn to understand and address these challenges from a systems perspective, creating a "pull" into the preferred future as the means for moving beyond current realities.



See your world differently through several new lenses from your OSR studies.

### Diverse student group helps you understand the complexity of life.

**Employed by** large corporations, small businesses, government, nonprofits, community development, churches, the arts, education, and healthcare. Most participants blend the demands of the program with concurrent full-time employment.

**Out-of-state** — 25%

**Age-range** — mid 20s to mid-60s

### Many people support your learning journey, starting with you.

**Take charge of your learning** — Create your own learning experience based on principles of adult learning theory: self-direction, learning goals, relevance to life experience and practical application.

**Learning in community** — A dynamic, interactive and collaborative interplay of student and faculty perspectives. Three faculty advisors participate in all sessions as co-learners with you.

**Prominent visiting presenters** — Engage with leading thinkers and practitioners connected to the field of organizational change.

**Design teams** — A portion of the curriculum is designed and delivered by student-led teams. In year two, teams consult with an external client. These teams, mentored by a faculty advisor, offer real-time learning in design and group dynamics.

**Collaborative learning groups** — During each weekend session, 12 students and their faculty advisor meet to support each other's learning.

**Mentoring council** — You will create your own mentoring council to help support, clarify and challenge your learning. The council consists of your faculty advisor, a peer advisor from the cohort and field advisors from the external community.

**Theory paper and consultation project** — During the summer quarter, you will research a theory base related to your individual program goals. During the second year of the program, you will engage in a consultation project as a way to demonstrate your ability to move theory into practice in an organizational setting.

## How to apply

**Set up a My OSR account** — As you begin considering OSR for your graduate education, you will want to set up a free My OSR account. You will gain access to additional online resources about our programs. You will also receive our monthly e-newsletter, the Grapevine, announcing informative events designed for prospective students.

You can apply online or by mail. An application packet is available online or you can request a printed application by calling Seattle University Graduate Admissions Office, +1-206-296-2000.

For online information, go to <http://osr-nw.org/apply/>

**Requirements** — Bachelor's degree from an accredited institution, plus a 3.0 GPA in the last 90 quarter/60 semester credits. Strong applicants with a lower GPA are encouraged to apply and may be admitted on a probationary basis. If your bachelor's degree is from a non-traditional institution where letter grades were not issued, you are required to take the MAT or GRE.

**Financial commitment** — Anticipated tuition for OSR 17 is \$40,365 (\$5,766 per quarter) plus a supplemental fee of \$4,200 (\$600 per quarter).

**Application deadline** — July 1, 2010.

## Send the following documents to Graduate Admissions

> Completed application for Graduate Admission.

> A non-refundable application fee of \$55.

> Official transcripts from the last two years of the baccalaureate degree and any post-baccalaureate course work. A completed undergraduate degree must be verified prior to enrollment. Exceptions to the policy are noted with the degree requirements.

> Students who have earned degrees from institutions issuing non-graded transcripts must submit official results from MAT or GRE.

> Test of English as a Foreign Language (TOEFL) exam — Applicants who received most or all of their education in non-English speaking countries may be required by an admissions officer to take the TOEFL exam.

> Your current resume.

> Two letters of recommendation from individuals who can speak to your qualifications for this program. A pdf form is available at <http://osr-nw.org/apply/>.

> Three- to five-page double-spaced, typed essay to help determine the fit between your goals and the capabilities of the program. For details, go to <http://osr-nw.org/apply/>



Living systems theorist and author Fritjof Capra with systems design team.

## What's next?

Your application will be reviewed, a faculty interview scheduled, and eligibility for acceptance determined.

A timed writing sample will be scheduled for those who reach the final screening. You will be able to complete the assignment from your computer.



“The first thing that strikes me about this community is how much they are at peace with themselves and what they are doing with their lives.”

— Moazzam Ahmed, OSR 16

“In OSR I learned about how organizations and systems work and change; and I also learned about how I work and change — and the deep connection between the two concepts. It was an embodying experience of the idea that ‘change begins with me.’” — Nalani Linder, OSR 12



### Explore the OSR Master’s experience.

Free introductory events are held monthly on the Seattle University campus. You will meet faculty advisors, connect to graduates as well as test-drive the OSR innovative approach to learning.

Learn more, go to <http://osr-nw.org/events/>

### Planning ahead

The 18th cohort will begin in September 2011. Dates, tuition and application requirements will be announced in January 2011. Subscribe to our e-newsletter, the Grapevine, for up-to-date information.

Learn more, go to <http://osr-nw.org/grapevine/>

### Jobs held by OSR Master’s graduates

Organizational Effectiveness Consultant, EPA Region 10

Program Manager, Columbia Community Mental Health

Community Relations Manager, City of Bellevue

VP, Finance and Business Development, Telecom Transport Management, Inc.

Water Quality Coordinator, Confederated Tribes of the Umatilla Indian Reservation

VP, Information Technology and CIO, Weyerhaeuser Company

Chief Executive Officer, Lutheran Child and Family Services

Executive Director, Seattle Center Foundation

Director, Nuclear Oversight Program, Government Accountability Project

Internal OD Consultant, Washington State Teachers Association

Civil Engineer and Manager, Seattle Public Utilities

Business Process Consultant, The Boeing Company

Community Programs Supervisor, Casey Family Programs

Managing Director, Sweet Pea Cottage, Art School

Organizational Development Program Manager, Intel Corporation

Talent Management Consultant, Microsoft Corporation

Assistant Nuclear Propulsion Officer, Naval Air Forces Pacific USN

### Start your application process today.

#### Admissions Office

Seattle University

901 12th Avenue, P.O. Box 222000

Seattle, WA 98122-1090

T +1-206-296-2000

F +1-206-296-5656

E [grad-admissions@seattleu.edu](mailto:grad-admissions@seattleu.edu)

U [www.seattleu.edu](http://www.seattleu.edu)

Toll Free Outside WA +1-800-426-7123

Toll Free Inside WA +1-800-542-0833

#### Student Financial Services

T +1-206-296-2000

E [financialservices@seattleu.edu](mailto:financialservices@seattleu.edu)

U [www.seattleu.edu/sfs](http://www.seattleu.edu/sfs)

#### OSR | Organization Systems Renewal

Paula Brekke, Community Coordinator

T +1-206-296-5898

F +1-206-296-5656

E [brekkep@seattleu.edu](mailto:brekkep@seattleu.edu)

U [osr-nw.org](http://osr-nw.org)

For more information, go to <http://osr-nw.org/masters/>

Seattle University does not discriminate on the basis of race, color, religion, sex, national origin, age, disability, marital status, sexual or political orientation, or status as a Vietnam-era or special disabled veteran in the administration of any of its education policies, admission policies, scholarship and loan programs, athletics, and other school-administered policies and programs, or in its employment related policies and practices. All University policies, practices and procedures are administered in a manner consistent with Seattle University's Catholic and Jesuit identity and character. Inquiries relating to these policies may be referred to the University's Associate Vice President of Human Resources and Equal Opportunity Officer at +1-206-296-5870.