

**At the Nazareth School of Management**, we not only teach you about business, we give you the tools to further develop your management and leadership skills.

---

## Human Resource Development — *on campus and online programs available*

[naz.edu/grad-hrd](http://naz.edu/grad-hrd)

The goal of the HRD professional is to:

- Improve the performance of organizations by maximizing the efficiency and performance of its human capital. Organization development interventions and change initiatives are the tools for accomplishing this.
- Develop knowledge and skills across the employee population by assessing learning needs and matching appropriate training and skill development to fill this gap.
- Help create a work environment where job performance and organizational commitment is high. Career planning and leadership development are pieces of this.
- Sustain improvements by engaging others in finding solutions to problems.

The MS in Human Resource Development is designed to bring theories and best practices into focus for those who serve, or wish to serve, in strategic HR roles as administrators of HRD programs, training program directors, management development facilitators, organization development consultants, career development advisors or leadership coaches.

---

### Program Highlights

- *Flexible and fast*—All classes are offered in the evening and throughout the calendar year to better suit your schedule. The program is also offered in a fully online option.
- *Career focused*—Geared toward the professional who wishes to advance and/or change careers by helping organizations develop their human capital for a competitive advantage.
- *Developed for HRD professionals by HRD Professionals*—The program will focus on theories and practice that best advances your development as a leader and coach. The program has a strong emphasis on an applications orientation.

### Credit Hours

- **33 hours**

### Contact

**Mr. Albert C. Cabral**, program director, at 585-389-2395 or [acabral8@naz.edu](mailto:acabral8@naz.edu)

---

## Human Resource Management — *on campus and online programs available*

[naz.edu/grad-hrm](http://naz.edu/grad-hrm)

To be an HR professional in today's business world, you must wear many hats. You must be a business partner within your organization and a technical expert in finances and compensation. You must be a staunch advocate for your company's employees and a catalyst for change. You must be able to lead your organization in attracting, retaining and developing its human capital in an increasingly turbulent environment.

The MS in Human Resource Management is designed to develop a broad range of knowledge and skills that respond to the many demands of this critical field. Through this rigorous program, you'll enhance your ability to oversee a broad array of services and programs from compensation to compliance to organizational development and learning. Equally important, you'll learn to sustain productive work environments, all while balancing your organization's strategic and economic priorities.

### Program Highlights

- *Flexible and fast*—All classes are offered in the evening and throughout the calendar year to better suit your schedule. The program consists of eleven courses that can be completed in two calendar years, or longer, to suit your pace and timing.
- *Career focused*—Geared towards HR professionals who wish to advance and career changers who are interested in the challenge of the profession.
- *Developed for HR professionals by HR professionals*—The program was initiated through and developed by an advisory team of local HR executives who remain active and engaged in maintaining the program's relevance.

### Credit Hours

- **33 hours**

### Contact

**Mr. Albert C. Cabral**, program director, at 585-389-2395 or [acabral8@naz.edu](mailto:acabral8@naz.edu)

# Management

naz.edu/grad-management

The MS in Management is a different degree designed for a different world. Most MBA programs develop a broad range of business knowledge and skills and with little emphasis on managing, leading and human relations.

The MS in Management places a greater emphasis on human side of management and its long-term role in creating successful organizations. We promote the value of human capital and the long term benefits of managing and leading in a humanistic, ethical and socially responsible manner.

As part of the program you'll:

- Learn about yourself and identify areas for personal development and growth.
- Learn about the many management and leadership styles and their impact on individual and organizational performance.
- Understand how to develop an organizational culture that fosters employee motivation, morale and ethical business practice.
- Learn to assess the impact of organizational structure and systems on the organization's ability to achieve its strategic objectives.
- Develop the ability to respond to internal and external factors that impact the strategic direction of the firm.

## Program Highlights

- *Flexible and fast*—All classes are offered in the evening and throughout the calendar year to better suit your schedule. The program consists of eleven courses that can be completed in two calendar years, or longer, to suit your pace and timing.
- *Relevance* – You'll focus on ideas and theories that best advance your development as a leader and manager. The program has a strong emphasis on applications orientation.

## Credit Hours

- **33 hours**

## Contact

**Mr. Albert C. Cabral**, program director, at 585-389-2395 or [acabral8@naz.edu](mailto:acabral8@naz.edu)