ARISON SCHOOL OF BUSINESS
BARUCH IVCHER SCHOOL OF PSYCHOLOGY
MA PROGRAM ORGANIZATIONAL BEHAVIOR & DEVELOPMENT (OBD) 2017-2018
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Dear prospective students and friends,

Welcome to the MA program in Organizational Behavior and Development (OBD), a joint academic program of the Arison School of Business and the Baruch Ivcher School of Psychology at IDC Herzliya. We offer students and professionals the opportunity to acquire expertise across a variety of pressing issues that confront organizational development, leadership and management in Israel and around the world. The MA program in Organizational Behavior and Development is unique in its synthesis of the disciplines of social psychology, organizational psychology, business administration and management.

The program is taught by some of the field’s leading lecturers, whose rich academic and research experience has won international renown. During the program students engage in dialogue regarding the most updated organizational theories and research with our nationally and internationally known faculty; share and learn from real-world experiences in the organizational field; and develop effective interventions that can improve the functioning of businesses, governments, schools, for-profit and nonprofit organizations.

Moreover, students participate in a collegial environment that stresses networking, constructive competition, personal autonomy and community responsibility. These values are essential to being successful in today’s diverse and rapidly changing job market of organizational counseling and development.

We look forward to welcoming you to our campus.
THE PROGRAM FOCUSES ON PROVIDING PROFESSIONALS WITH THE ABILITY TO COMPREHEND ORGANIZATIONAL SYSTEMS AND PROCESSES, AND THE SKILLS TO HELP INDIVIDUALS AND TEAMS WITHIN THE WORKPLACE TO THRIVE AND DEVELOP.”

Organizations are a vital part of our society. All of us interact with organizations from different perspectives - as employers, employees, shareholders, clients and more.

The mission of the MA program in Organizational Behavior and Development (OBD) is to develop experts who will improve organizational impact, both economically and socially.

The program focuses on providing professionals with the ability to comprehend organizational systems and processes, as well as with the skills to help individuals and teams within the workplace to thrive and develop. At the same time, the program also aims to train researchers in the field of organizational behavior. In order to achieve these goals, the curriculum combines theory, research methods and emphasizes professional development of the students. This unique program is suitable for young professionals who have obtained their BAs in various fields, and is taught in English by lecturers who are leading experts in their disciplines.

Experiential learning is core to the program which is heavily based on case studies and simulations, alongside frontal instruction.

Studying in the OBD program is an experience that will surely enrich you, both academically and personally. We invite you to join our vibrant community and hope to see you among our students next year.
MEANINGFUL LEARNING

The program combines theoretical learning, action-oriented learning inside and outside the classroom and supervised professional training. It includes intensive workshops which expose the students to a unique teaching method that emphasizes experimental learning. Students also participate in practicum classes which are designed to develop their basic counseling skills and to provide them with professional training in organizational diagnosis. Students gain practical experience in their second year when they enter organizations and conduct a complete supervised organizational analysis. Most classes will be conducted in small groups, facilitating dialogue among the students, enabling them to participate in discussions and benefit from a personalized and highly relevant learning experience.

ACADEMIC AND PROFESSIONAL EXCELLENCY

“The reasonable thing is to learn from those who can teach.”

(Sophocles)

Program lecturers are leading scholars in their fields, academics of international repute who have extensive teaching and research experience in universities in Israel and worldwide. The interdisciplinary curriculum focuses on the interface between organizational behavior, social psychology, positive psychology, counseling and business administration.

BRIDGING ACADEMIA AND REAL-WORLD ORGANIZATIONS

We believe that in order to become a professional in the organizational field, students must be exposed to the actual challenges organizations face today. We therefore collaborate with dozens of companies. A number of times during the year students will have the opportunity to join a tour of a leading company or NGO who open their doors to us and enable our students to experience first-hand how theories are put into practice.

CAREER DEVELOPMENT

We believe that building a meaningful career is a complex process. We put special emphasis on assisting each and every student in developing their skills and in achieving their career goals. During the two-year program students explore various career routes and options. An MA degree in Organizational Behavior and Development opens up numerous vocational opportunities, such as working in consulting firms, as counselors in profit and non-profit organizations and in human resources (HR) positions. Students are encouraged to explore different avenues of career development throughout the program and we provide them with many opportunities to do so in various settings: guest lectures; counseling; and classes and workshops dealing with professional identity. Students interested in exploring different career routes or discussing career related issues with a professional in this field are invited to apply to our OBD mentoring program.

STUDY IN ENGLISH, MEET ISRAELIS

Parallel to the OBD MA program in English we offer a similar MA program in Hebrew. Elective classes, as well as professional extracurricular activities, are provided to both programs together. This is a unique opportunity to study in English and at the same time be exposed to Israeli culture and life-style. IDC is ideally situated in the center of the country, near the Mediterranean coast, six miles north of Tel Aviv. The campus is located in a residential neighborhood in the city of Herzliya.
FIRST YEAR
In the first year, studies will provide you with a theoretical framework for understanding the structure and dynamics of organizations. The curriculum focuses mainly on establishing a wide perspective and enabling students to approach organizational issues from various angles. From your first day in the OBD program you will start practicing and working on your counseling and communication skills.

Examples of first-year courses:
- Organizational Psychology
- Business Perspectives for Organizational Consulting
- Organizational Diagnosis
- Positive Psychology in Organizations
- Organizational Sociology
- Presentation Skills
- Practicum

EXAMPLES OF WORKSHOPS
- Executive Coaching
- Mindfulness Within Organizations
- Listening Skills
- International Perspectives on Organizational Consultation

RESEARCH TRACK WITH THESIS
Students who are interested in developing their research skills can apply for the thesis track during the first year. The MA thesis includes: preparing and running a novel and independent empirical study related to organizational behavior - at the individual, group or organizational level; analyzing the collected data; and writing a research report.

SECOND YEAR
In the second year, studies focus on a more practical aspect of the profession - on learning by doing. Students will participate in a research seminar and in professional workshops designed to sharpen their counseling skills and deepen their understanding of various issues, and will conduct a complete organizational diagnosis under the supervision of our faculty.

Examples of second-year courses:
- Organizational Interventions
- Professional Identity
- Team Dynamics & Development
- Research Seminar
- Ethics in Organizations
- Practicum (within organizations)

EXAMPLES OF ENRICHMENT COURSES
- Strategic Management
- Organizational Management
- Negotiation as a Basis for Conflict Resolution

*Courses are subject to change.*
ADMISSION REQUIREMENTS

- A BA degree from a college or university in Israel or abroad that is accredited by the Israel Council for Higher Education.

- A GPA of 3.0 or above in the BA degree or an average BA score of 80 or above (in a grading scale ranging from 0 to 100). Candidates who want to take the MA with Thesis Track must have a GPA of 3.5 or above or an average BA score of 90 or above.

- All applicants need the following prerequisite courses. Those who need to complete the courses must obtain a grade of 70 and above.
  - Introduction to Psychology
  - Introduction to Social Psychology
  - Research Methods (in the social sciences field)
  - Statistics (in the social sciences field)
  - Economics for OBD (Foundations of Micro-economics and the Foundations of Macro-economics)

For information on the prerequisites contact the admissions office.

- The academic program of the Raphael Recanati International School is taught entirely in English. Graduates of schools in which English was not the primary language of instruction are required to pass the TOEFL (Test of English as a Foreign Language) or an equivalent test, such as the IELTS (International English Language Testing System) or the Israel Psychometric Examination.

TOEFL  www.toefl.org
IELTS  www.ielts.org
SUBMISSION OF DOCUMENTS

Official documents must bear the stamp of the issuing institution, OR be a notarized copy of the official document, OR a photocopy of the document may be submitted if the original is shown to the Admissions Department.

1. Official transcripts of previous academic studies (undergraduate or graduate degrees), including a final grade point average
2. Official diploma
3. Two references with valid contact details, completed as appears in the table online www.rris.idc.ac.il/obdreferences
4. Curriculum vitae (CV)
5. Essay: attach a short essay describing your expectations from the program; explain what motivated you to apply for the program; and how you envision your professional future.
   Length: one page, font 12, double space
6. English proficiency test
7. The syllabus of each of the prerequisite courses taken by the candidate prior to his application

APPLICATION PROCESS

Candidates should apply by completing the application form and attach the documents listed above. The Admissions Committee will invite the candidate for an interview. Interviews with candidates who are out of the country and cannot attend in person will be conducted via telephone or Skype.

APPLICATION PERIOD


Late application period is May 2, 2017 – August 31, 2017.

Please note: all information, grades and official documents must be submitted by the last date of the application period before an application is considered complete.

IDC Herzliya reserves the right to impose stricter criteria upon applicants during the late application period or upon applicants who submit material late. Preference will be given to applicants who submit all required material during the regular application period.

IDC Herzliya is not responsible for returning original documents.

APPLICATION FEE

The application fee is $100 US (non-refundable) to be paid by registration.

The application fee can be paid in cash or by check at the Admissions Department, or by credit card via the Internet at www.rris.idc.ac.il/regma through the IDC online registration.

The application fee covers the cost of processing and evaluating an application to study at IDC Herzliya. This fee is non-refundable even if the applicant decides to withdraw his/her application. IDC graduates are exempt from the application fee.

APPLY ONLINE AT

www.rris.idc.ac.il/regob
Dr. Dana Pereg, PhD, Bar-Ilan University
Head, MA Program in Organizational Behavior and Development, IDC
Areas of Interest: Career Development; Organizational and Vocational Psychology
Course: Professional Identity

Prof. Dan Zakay, PhD, Tel Aviv University
Areas of Interest: Decision Making; The Psychology of Time; Meta-cognitive Processes
Course: Toolbox for the Consultant

Prof. Yair Amichai-Hamburger, PhD, Oxford University
Sammy Ofer School of Communications, IDC
Areas of Interest: Organizational Behavior; Leadership; Psychology of the Internet
Courses: Research Seminar

Dr. Shahar Ayal, PhD, Tel Aviv University
Baruch Ivcher School of Psychology, IDC
Areas of Interest: Heuristics and Biases; Unethical Behavior and the Effect of Inter-group Relations on Decision Making
Courses: Advanced Course in Social Cognition; Seminar in Intuitive Thinking in Decision Making; Decision Making

Prof. Tsachi Ein-Dor, PhD, Bar-Ilan University
Baruch Ivcher School of Psychology, IDC
Areas of Interest: Terror Management; Post-Traumatic Stress Disorder
Course: Advanced Statistics and Research Methods

Dr. Guy Hochman, PhD, Technion
Baruch Ivcher School of Psychology, IDC
Areas of Interest: Social Behavior; Decision Making; Heuristics and Biases
Courses: Research Seminar; Managerial Decision Making

Dr. Yaniv Kanat-Maymon, PhD, Ben Gurion University
Baruch Ivcher School of Psychology, IDC
Areas of Interest: Organizational Behavior; Self-Determination; Motivation
Courses: Statistics; Organizational Behavior; Seminar in Self-Determination Theory

Prof. Tal Katz Navon, PhD, Columbia University
Arisson School of Business, IDC
Areas of Interest: Organizational Behavior; Safety Behavior; Organizational Climate
Course: Research Seminar in Organizational Climate

Dr. Sivanie Shiran, PhD, University of Haifa
Arisson School of Business, IDC
Areas of Interest: Leadership Development; Authority Dynamics; Decision Making
Courses: Organizational Psychology; Leadership Dynamics; Team Dynamics & Development
PRACTICUM ADVISORS

Dr. Zohar Rubinstein, PhD, Tel-Aviv University
Organizational Behavior and Development (OBD), IDC
Areas of Interest: Resilience in Organization; Crisis Interventions in Organization; Organizational Learning; Trauma of the Individual - Trauma of the Organization
Courses: Practicum; Interventions in Organizations

Osnat Bouskila-Yam
Organizational Behavior and Development (OBD), IDC
Areas of Interest: Organizational Consultant; Listening in Teams; Positive Psychology
Courses: Practicum; Listening

GUEST LECTURER

Dr. Guy Lubitsh, PhD, University of East London, Ashridge School, London
Areas of Interest: International Organizational Development Consulting; Executive Leadership Development and Culture Change
Course: International Perspectives on Organizational Consultancy
TUITION AND EXPENSES

EXPENSES

Tuition: $12,635 US per year*

Pre-requisite courses are at an additional cost and are not included in the tuition.

* Rates are subject to change due to fluctuations in market prices and currency exchange rates.
* IDC Herzliya reserves the right to increase annual tuition by up to 8 percent per annum, depending on economic conditions.

TUITION PAYMENT ARRANGEMENTS

A $1,000 US tuition deposit must be paid within one month of being accepted to study at IDC Herzliya in order to reserve a place in the class. The tuition deposit is the first tuition payment. A booklet containing details on how to pay the remainder of the tuition will be sent later.

The contact e-mail to do so is rris.obd@idc.ac.il

ADDITIONAL EXPENSES

Students are responsible for their airfare to and from Israel. Students should expect to spend about $600-$800 US each month for food, travel and other basic expenses.

A symbolic fee is charged at some RRIS social and cultural events.

www.idc.ac.il/tuition
FINANCIAL AID

**MERIT SCHOLARSHIP**
RRIS awards excellent students with merit scholarships based on their previous performance. Students do not apply for this scholarship. The Admissions Office will notify you if relevant.

**FAFSA**
American students are eligible for Stafford Loans as part of the Direct Loans Program. Students can register online at [www.fafsa.ed.gov](http://www.fafsa.ed.gov) from October 1, 2016 until April 1, 2017. Our school code is **G40703**. For further information see [www.rris.idc.ac.il/fafsama](http://www.rris.idc.ac.il/fafsama)

**STUDENT AUTHORITY**
The Government of Israel helps new immigrants under the age of thirty with tuition for a graduate degree provided the immigrant does not already have this degree from abroad, and that the program of his/her choice is recognized by the Student Authority. The student has three years from his/her **aliyah** date to start studying (not including army service) to be eligible for the scholarship.

**MASA**
Students up to the age of thirty who have not previously been on a long term program to Israel are eligible for a one-time grant from Masa towards tuition.
[www.masaisrael.org](http://www.masaisrael.org)

**SAP (Students Assistance Programs)**
Canadian students interested in loans and grants from the Canadian government can get information at [www.servicecanada.gc.ca/eng/goc/cslp.shtml](http://www.servicecanada.gc.ca/eng/goc/cslp.shtml)

Financial aid is also available through the province (i.e. OSAP and l’Aide Financière aux Études du Quebec).

CONTACT FOR FINANCIAL AID
rris.financialaid@idc.ac.il
“My master’s degree in OBD was by far the most challenging, rewarding and useful degree I have done. I enjoyed it a great deal and it provided me with an in-depth knowledge of the world of organizational consulting, to which I refer daily in my current job in HR. The OBD professors go way beyond their call of duty. I and two fellow alumni were offered invaluable advice and assistance in getting our own business off the ground. In short, the OBD program offers countless possibilities.”

Lee Nojman
OBD, South Africa
STUDENT SERVICES

PSYCHOLOGICAL SERVICES
The IDC Herzliya Psychological Counseling Service is designed to promote the health and well-being of students. Resident psychologists provide professional, individualized counseling in both scholastic and personal matters - from problems related to social integration and learning disabilities to personal conflicts and crises. All counseling is kept strictly confidential. If extended treatment is recommended, the student is referred to a suitable off-campus professional. The Psychological Counseling Service also sponsors workshops on topics such as coping with anxiety in testing situations and inter-personal relations.
www.idc.ac.il/eng/psycoun

VISA & STATUS ASSISTANCE
Students are responsible for clarifying and establishing their status in Israel and can turn to the Raphael Recanati International School staff for advice and assistance. Before commencing studies, all students must clarify their status and eligibility for a student visa (A-2) or Israeli citizenship with the Israeli embassy or consulate in their country of origin. International students who are children of an Israeli parent must settle all matters, such as deferment of military service, with the nearest Israeli embassy or consulate. The Jewish Agency provides advice and assistance to students considering immigrating to Israel. For information see www.jewishagency.org/aliyah/program/8651 and for North America/UK www.nbn.org.il/index.php

CAREER CENTER
The Center strives to prepare students to enter the workplace and to assist them in locating suitable employment opportunities. The Center provides a variety of counseling, placement and informational services tailored to meet the specific needs of the students and graduates of each of IDC Herzliya’s schools. These services include personal career counseling and assistance as well as lectures and workshops on job-seeking strategies. In addition, the Center creates recruitment and networking opportunities such as job fairs and employers meetings. The Center also maintains an updated listing of job openings in Israel for students and graduates.
www.idc.ac.il/career/eng

HEALTH INSURANCE
All IDC Herzliya students are required to have comprehensive health insurance coverage throughout the period of their studies. Israeli residents, including new immigrants, receive national health insurance for a low monthly fee in accordance with the country’s health insurance legislation. International students who are not covered by Israel’s national health insurance must purchase a health insurance policy which will cover their health needs while studying at IDC. We have made special arrangements with HAREL YEDIDIM to insure international students who are not covered by Israel’s National Health Insurance (bituach leumi). This insurance plan provides comprehensive health coverage for $790 US per academic year* which will be charged at the beginning of each year. In order to have continuous coverage, the policy will automatically be renewed from one academic year to the next unless the student notifies the school in writing that he/she wishes to cancel.

* Rates are subject to change according to insurance company rate fluctuations.
“My experience studying OBD was extremely successful. The studies helped me sharpen my interpersonal skills, while at the same time providing me with tools and knowledge to understand organizations in a new light, and bring my own insights into each organizational role I will fill in the future. My professors were all experts in their fields who brought meaningful insights to the theories we practiced. The extracurricular activities were extremely helpful experiences in interfacing with some of the best organizations in Israel.”
### Academic Schedule 2017-2018

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<td>Preparatory Courses</td>
<td>August 27 - October 3, 2017</td>
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<td>Orientation Week</td>
<td>October 15, 2017</td>
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<td>Fall Semester Begins</td>
<td>October 22, 2017</td>
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<td>Memorial Day for Yitzhak Rabin</td>
<td>November 1, 2017</td>
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<td>Hanukah Holiday Vacation</td>
<td>December 17, 2017</td>
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<td>Fall Semester Ends</td>
<td>January 21, 2018</td>
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<td>Fall Semester Exams</td>
<td>January 23, 2018</td>
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<td>Spring Semester Begins</td>
<td>March 11, 2018</td>
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<td>Passover Vacation</td>
<td>March 26 - April 6, 2018</td>
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<td>First day of school after Passover vacation</td>
<td>April 8, 2018</td>
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<td>Eve of Holocaust Memorial Day</td>
<td>April 11, 2018</td>
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<tr>
<td>Holocaust Memorial Day Ceremony</td>
<td>April 12, 2018</td>
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<td>Israel Memorial Day Ceremony</td>
<td>April 17, 2018</td>
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<tr>
<td>Eve of Israel Memorial Day</td>
<td>April 17, 2018</td>
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<td>Israel Memorial Day</td>
<td>April 18, 2018</td>
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<td>Israel Independence Day</td>
<td>April 19, 2018</td>
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<td>Shavuot Vacation</td>
<td>May 20, 2018</td>
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<td>Student Day</td>
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<td>Spring Semester Ends</td>
<td>June 22, 2018</td>
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<td>Spring Semester Exams</td>
<td>June 24, 2018</td>
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*Dates are subject to change.*
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