



Executive Summary

Adizes Graduate School (AGS) offers an online Masters and Ph.D. in Organizational Transformation. We provide an interactive forum for the exploration of change management and natural system designs in small, focused classes. The body of knowledge being sought, and taught, at AGS is both unique and applicable to understanding the process of change in natural systems as it impacts almost any environment. Whether you work in the for profit, nonprofit, government, industrial, academic or community sectors, each course will provide insight and relevance.

The Adizes Graduate School program of study was developed in order to facilitate in-depth research into how change can be managed on many levels, across disciplines and cultures worldwide. The [course of study](#) is designed to ensure a deep understanding of change within a broad, interdisciplinary theory base from which new ideas for the enhancement of organizational and human growth may emerge.

Why choose AGS? Rather than taking a seat in the back of the auditorium with a hundred less experienced college-age students, AGS provides flexible accessibility with structured academic course work. With an on-line program, AGS is able to attract participants from unique and diverse parts of the global professional community. [AGS Students](#) are your peers. You will benefit from up-front focus, a unique program of study, comprehensive feedback and in-depth communication in small, intensely directed courses with schedule that is entirely flexible to suit your needs.

How is the Program Structured? Programs are structured with the life-styles of working professionals in mind. All courses are entirely online. There are three terms of study each year. Additional courses may be offered for students who wish to accelerate their program. New students are provided with a self-guided software training and preparatory exercises. There is no software to purchase or download.

There are ten courses in the Masters Degree Program, eleven weeks each. Participants are required to go online twice weekly on their own schedule. Each course requires 10-15 hours of research, writing and online time each week. Writing is generally done offline in a word processing program before being copied to the online classroom. Creative scholars may use other software, such as Excel or Power Point, and a scanner to enhance their presentations. The Ph.D. includes nine academic courses in addition to several terms of supervised dissertation writing. Those who complete their Masters at AGS have only four academic courses to complete in the Ph.D. program.

Getting the Degree - A comprehensive examination is given at the end of the Masters Program of study. Students may alternatively choose to write a Masters Thesis.

Work in the Ph.D. Program begins upon admission. However, students will not be formally accepted as Ph.D. candidates until they have completed three courses (*Espistemology*, *Adizes methodology* and *Spiral Dynamics*) and submitted a brief Concept Paper for review by the Doctoral Committee. Candidates are expected to focus on an area of individual interest and model building in leadership, management and human groupings.

Business Travel and Holidays - There are approximately six-weeks of free time between terms. There are generally no conflicts in scheduling time-off for traditional holidays or business travels, worldwide, due to the flexibility of the online environment.

Accreditation: AGS is approved by the [BPPVE](#) and a member of [CAPPS](#).