MA PROGRAM
ORGANIZATIONAL
BEHAVIOR
& DEVELOPMENT (OBD)

LIVE IN ISRAEL, STUDY IN ENGLISH

ARISON SCHOOL OF BUSINESS
BARUCH IVCHER SCHOOL OF PSYCHOLOGY
2022–2023
Reichman University was founded with the aim of nurturing future leaders. In just twenty-seven years, we have created a pioneering and innovative academic center. Our students are imbued with a commitment to excellence and original thinking. ‘The university of the future,’ as we see it, has to prepare its students for a constantly changing world by being able to innovate skillfully, to dare, and to initiate. We believe that the knowledge and tools acquired at Reichman University support personal and professional goal fulfillment and enable our graduates to tackle the challenges of our global reality.”

Prof. Uriel Reichman
Founding President and Chairman of the Academic Board, Reichman University
Dear prospective students and friends,

Our program is a productive and important collaboration between two Reichman University schools - the Arison School of Business and the Baruch Ivcher School of Psychology. We are dedicated to training the next generation of professionals who will be holding top-notch academic knowledge and practice on the intersection between people, organizations, and work processes.

The program has internationally acclaimed faculty members who are all involved in both the academic and industry arenas. The faculty aims to train graduate students to use scientific methods and psychological theory to understand the workplace, and specifically, the people and relationships within them.

We provide the basis for a lifelong learning experience by providing a wide array of academic and professional frameworks and tools. Our graduates are already implementing their knowledge in the industry, and we are extremely proud of them. We would love to have you join our academic and professional family.

Prof. Anat Brunstein Klomek
Dean, Baruch Ivcher School of Psychology

Prof. Niron Hashai
Dean, Arison School of Business

WE PROVIDE THE BASIS FOR A LIFELONG LEARNING EXPERIENCE BY PROVIDING A WIDE ARRAY OF ACADEMIC AND PROFESSIONAL FRAMEWORKS AND TOOLS.”
The world of work is changing rapidly: Some professions are disappearing while new ones are being created. The demand for agility and high learning competence is growing, and the way work is being conducted is taking on new forms and shapes. Yet organizations continue to play a vital role in our lives, and we continue to interact with them 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 adjust, 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 and 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 community and to take a part in this journey. This journey will change the way you see yourself, interact in the world, and understand the world of work.
Over 2,000 Raphael Recanati International School students from over 90 countries make up 1/3 of the Reichman University student body.

The Israeli Council for Higher Education granted Reichman University permission to confer doctoral degrees.

The Career Center aims to assist alumni in integrating into the professional market, as well as to assist employers who are seeking to recruit suitable candidates.

Over 30 research institutes at Reichman University

www.runi.ac.il/research-institutes

Over 30,000 graduates worldwide

Israel’s first and only private university
REICHMAN UNIVERSITY: THE MOST INTERNATIONAL UNIVERSITY IN ISRAEL

Reichman University created new, academic interdisciplinary concepts in the fields of entrepreneurship, counter-terrorism and sustainability - models that are being implemented around the world.

Over 300 Lone Soldiers studying for full degrees

Reichman University’s Alumni Association, with over 30,000 graduates, forms a professional and social alumni community that promotes networking from different countries, and strengthens the pride and belonging to Reichman University and the alumni.

Ranked no.1 in Israel for our treatment of IDF reservists
**PROGRAM HIGHLIGHTS**

**MEANINGFUL LEARNING**

The program combines theoretical learning, action-oriented learning, and supervised professional training. The curriculum includes intensive workshops and 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. This will facilitate dialogue among the students and enable them to participate in discussions and to 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)

Our 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 facing organizations today. We therefore collaborate with dozens of companies. During their studies, students will have opportunities to tour leading companies or NGOs that will 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 nonprofit organizations, and in human resources (HR) positions. Students are encouraged to explore different career paths throughout the program, and to take advantage of networking and professional development opportunities, such as: guest lecturers; 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**

In addition to the MA OBD program in English, Reichman University offers 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 while also being exposed to Israeli culture and lifestyle. Reichman University 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.
The program spans two years (4 semesters).

Courses are taught twice a week on Tuesdays and Fridays. (Days are subject to change.)

Note that during the second year, intense workshops and practicums might require students to come in on additional days.

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
- Unpacking the Role of the Organizational Consultant: Experiential Learning
- Organizational Sociology
- Presentation Skills
- Practicum

SECOND YEAR
In the second year, studies focus on a more practical aspect of the profession - 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. Students will also conduct a complete organizational diagnosis under the supervision of our faculty.

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

EXAMPLES OF ENRICHMENT COURSES
- Behavioral Economics in Organizations
- Human Resources Management in a Global Perspective
- Negotiation as a Basis for Conflict Resolution
- Executive Coaching
- International Perspectives on Organizational Consultation

Reichman University reserves the right to cancel, alter, or expand the academic programs offered.
Prof. Anat Brunstein Klomek, PhD, Bar-Ilan University; Post-Doctoral Fellowship, Columbia University
Dean, Baruch Ivcher School of Psychology

Dr. Dana Pereg, PhD, Bar-Ilan University
Head, MA Program in Organizational Behavior and Development, Reichman University
Areas of Interest Meaning at Work; Career Development; Organizational and Vocational Psychology
Courses Professional Identity

Prof. Dan Zakay, PhD, Tel Aviv University
Founder, MA Program in Organizational Behavior and Development, Reichman University
Areas of Interest Decision-Making; The Psychology of Time; Meta-cognitive Processes

Prof. Yair Amichai-Hamburger, PhD, Oxford University
Sammy Ofer School of Communications, Reichman University
Areas of Interest Organizational Behavior; Leadership; Psychology of the Internet
Courses Leadership in the Digital Age

Dr. Yael Ben-David, PhD, Ben-Gurion University of the Negev
Areas of Interest Power Relations in Organizations; Diversity & Inclusion; Small Group Processes; Inter-Group Dialogue; Virtual Groups
Courses Qualitative Research Methods; Group Facilitation, Critical Perspectives in Organizational Development

Dr. Guy Hochman, PhD, Technion - Israel Institute of Technology
Baruch Ivcher School of Psychology, Reichman University
Areas of Interest Social Behavior; Decision-Making; Heuristics and Biases
Courses Thesis Coordinator; Managerial Decision-Making

Prof. Yaniv Kanat-Maymon, PhD, Ben-Gurion University of the Negev
Baruch Ivcher School of Psychology, Reichman University
Areas of Interest Organizational Behavior; Self-Determination; Motivation
Courses Statistics; Organizational Behavior

Prof. Tal Katz Navon, PhD, Columbia University
Arison School of Business, Reichman University
Areas of Interest Organizational Behavior; Safety Behavior; Organizational Climate
Courses Leadership

PRACTICUM ADVISORS

Dr. Zohar Rubinstein, PhD, Tel Aviv University
Organizational Behavior and Development, Reichman University
Areas of Interest Resilience in Organization; Crisis Interventions in Organization; Organizational Learning; Trauma in Individuals and Organizations
Courses Practicum; Interventions in Organizations

Dr. Osnat Bouskila-Yam, PhD, Ben-Gurion University of the Negev
Organizational Behavior and Development, Reichman University
Areas of Interest Organizational Consultant; Listening in Teams; Positive Psychology
Courses Practicum

Vered Bar, PsyD, Professional School of Psychology, California
Organizational Behavior and Development, Reichman University
Areas of Interest Dissociation in Groups and in Organizations; Global Organizational and Virtual Consulting; Mergers and Acquisitions
Courses Practicum; Advanced Issues in Organizational Processes in the 21st Century

GUEST LECTURER

Dr. Guy Lubitsh, PhD, University of East London; Ashridge Business School, London
Areas of Interest International Organizational Development Consulting; Executive Leadership Development and Culture Change
Courses International Perspectives on Organizational Consultancy
APPLICATION PERIOD

The application period for the academic year starting autumn 2022 is **November 15, 2021 - August 31, 2022**.

The application period for students required to take preparatory courses ends on **July 26, 2022**.

Due to the competitive nature of the admissions process we recommend that applicants prepare their applications well in advance of the deadlines.

ADMISSION CRITERIA

- Completed undergraduate degree from a recognized academic institution
- Undergraduate GPA of 3.0 or 80% and above
- Interview either on Zoom or in person
- All applicants must have taken and passed the following prerequisite courses, with a grade of 70 or above.
  - Introduction to Psychology
  - Introduction to Social Psychology
  - Research Methods (in the social sciences field)
  - Statistics (in the social sciences field)
- If you are missing the prerequisite courses, please contact the admissions office before applying
- 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

APPLICATION PROCESS

The application process consists of two stages:

**Stage 1**
Your application will be evaluated by the Admissions Committee based on the submitted materials.

**Stage 2**
Applicants who successfully pass Stage 1 will be invited to a personal interview with the Admissions Committee. Applicants living outside Israel may be interviewed via Zoom or by phone.

TUITION & FEES

- The application fee is **$100 USD** (non-refundable)
- The down payment is **$1,000 USD**. Applicants must pay the fee to secure their place in the program after being accepted. Once the down payment has been received, the applicant’s place is secured and confirmed.
- The tuition fee for the Organizational Behavior and Development program is **$15,135 USD** per year. (If payment is in Israeli shekels, the value in dollars will be determined according to the exchange rate on the day that payment is received.)

Reichman University reserves the right to change all tuition and fee rates without prior notice.
**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 may be eligible for Stafford Loans as part of the Direct Loans Program. Check your eligibility with the RRIS Financial Aid office: ris.financialaid@idc.ac.il
Students can register online at www.studentaid.gov from October 1, 2021 to April 1, 2023 for the 2022-'23 academic year. Our school code is **G40703**.
For further information see www.runi.ac.il/fafsa

**STUDENT AUTHORITY**
The Government of Israel offers financial assistance for graduate school tuition to new immigrants under the age of 30, provided the immigrant does not already have a graduate degree from abroad and the program is recognized by the Student Authority. Students must begin their graduate studies within three years of their aliyah date (not including army service), in order to be eligible for this assistance.
https://www.gov.il/en/Departments/Units/students_authority_maya

**MASA**
Jewish students between the ages of 18-30 who have not previously been on a long-term program to Israel and have not made aliyah are eligible for a onetime grant from Masa towards tuition.
www.masaisrael.org

**SAP (Students Assistance Programs)**
Canadian students interested in loans and grants from the Canadian government can get information at https://www.canada.ca/en/services/benefits/education/student-aid/grants-loans/province-apply.html
Financial aid is also available through the Free Loan for the Greater Toronto area (https://jewishtoronto.com/directory/jewish-free-loan-toronto)

**FOR MORE INFORMATION**
OF THE STUDENT POPULATION OF REICHMAN UNIVERSITY ARE INTERNATIONAL STUDENTS. RRIS IS THE LARGEST ACADEMIC ABSORPTION CENTER IN ISRAEL.
CAMPUS LIFE AT REICHMAN UNIVERSITY

International Festival

Discover Israel - Rafting on the North Trip

Hanukkah Reception

Poland Trip - RRIS Delegation

Stand Up Comedy Night

Orientation Trip - Group Activities
Networking is the name of the game! To date, there are more than 27,000 Reichman University graduates from more than 90 countries. This gives students a unique opportunity to meet people from different backgrounds and learn about other nations and cultures, and to establish friendships that last a lifetime. It also creates a worldwide networking system that gives our students an advantage throughout their lives.

Our small classes create an intimate atmosphere, which allows students to get to know each other and the staff. Our philosophy is that our students are our partners.

Reichman University is one of the most prestigious universities in Israel. Employers seek Reichman University graduates because they come with practical tools and hit the ground running. Reichman University operates a Career Development Center that aims to prepare students and alumni for the job market, and to provide them with the tools to find suitable employment both before and after they graduate.

Reichman University offers a large array of extracurricular activities: sports, debate club, Model UN, Israel advocacy, J LIC-RRIS Friday night dinners, shiurim, mincha club, choir, band, and much more.

The Raphael Recanati International School provides very special care for its students. We are the largest academic absorption center in the country. We are especially proud that we are home to more than 300 lone soldiers, who are currently studying here.

Reichman University was ranked number one in student satisfaction for quality teaching for four consecutive years, in a nationwide survey conducted by Israel’s Council for Higher Education. We are the first non-government-subsidized academic institution to grant doctoral degrees.

One-third of Reichman University students are international, making us the most international university in Israel for full-degree students. Israeli students serve as counselors for first-year students in order to help them find their way around and get to know the system.

WHY REICHMAN UNIVERSITY?
CAREER CENTER

The Career Center strives to prepare students to enter the workplace and to help them find employment opportunities, by providing counseling, placement, and informational services. It is tailored to meet the specific needs of the students and graduates of each of Reichman University’s schools, according to the relevant market. These services include personal career counseling and assistance, as well as lectures and workshops on job-seeking strategies, LinkedIn, and interviews. In addition, the Career Center creates recruitment and networking opportunities such as job fairs, Coffee Chats, and employers meetings. The center also maintains an updated listing of hundreds of job openings in Israel for students and graduates.

www.runi.ac.il/career/eng

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. A student visa should be obtained in advance, in the student’s 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.

See: www.jewishagency.org/JewishAgency/English/Aliyah/ and for North America/UK: www.nbn.org.il

HEALTH INSURANCE

All Reichman University students are required to have comprehensive health insurance coverage throughout the entire 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 (bituach leumi) should purchase their own health insurance policy to cover their medical needs while in Israel, or purchase the UMS HAREL YEDIDIM insurance policy for international students, offered by Reichman University.

Our special arrangement with HAREL YEDIDIM insurance company provides comprehensive health coverage for $1,600 USD* per academic year, which will be charged at the beginning of each year.

In order to have continuous coverage, the policy is automatically renewed from one academic year to the next, until the end of the program, 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.
I chose the OBD program for its up-to-date approach. Its lecturers are top professionals in their fields and very much in touch with the marketplace. Reichman University is student-oriented and the program offered lots of learning opportunities in diverse ways. I found the learning experience very open and interesting, and exactly what I needed to enrich my professional understanding and support my career development.”

Kylie Eisman-Lifschitz
Message Experts,
Senior Organizational Consultant and Development Specialist
MA OBD Class of 2016 | Australia
<table>
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<tr>
<th>Event</th>
<th>Dates</th>
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<td>Orientation Week</td>
<td>October 23, 2022-October 28, 2022</td>
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<tr>
<td><strong>Fall Semester begins</strong></td>
<td>October 30, 2022</td>
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<td>Memorial Day for Yitzchak Rabin z”l</td>
<td>November 6, 2022</td>
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<td>Hanukkah break</td>
<td>December 25, 2022</td>
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<tr>
<td><strong>Fall Semester ends</strong></td>
<td>January 27, 2023</td>
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<td>Fall exams begin</td>
<td>January 29, 2023</td>
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<td>Purim</td>
<td>March 7, 2023</td>
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<td><strong>Spring Semester begins</strong></td>
<td>March 19, 2023</td>
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<tr>
<td>Passover break</td>
<td>April 2, 2023 - April 14, 2023</td>
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<td>Studies resume</td>
<td>April 16, 2023</td>
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<td>Eve of Holocaust Memorial Day</td>
<td>April 17, 2023</td>
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<td>Holocaust Memorial Day ceremony</td>
<td>April 18, 2023</td>
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<td>Israel Memorial Day Ceremony</td>
<td>April 24, 2023</td>
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<tr>
<td>Eve of Israel Memorial Day</td>
<td>April 24, 2023</td>
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<td>Israel Memorial Day</td>
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<td>Israel Independence Day</td>
<td>April 26, 2023</td>
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<td>Shavuot break</td>
<td>May 25, 2023 – May 26, 2023</td>
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<tr>
<td><strong>Spring Semester ends</strong></td>
<td>June 30, 2023</td>
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<td>Spring exams begin</td>
<td>July 2, 2023</td>
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<td><strong>Summer Semester begins</strong></td>
<td>July 7, 2023</td>
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<tr>
<td><strong>Summer Semester ends</strong></td>
<td>September 9, 2023</td>
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*The schedule is tentative and is subject to change.*
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rris.us@idc.ac.il

Submit your application online
forms.idc.ac.il/MA

Reichman University
Raphael Recanati
International School