

# Organizational Leadership, MS

As today's workforce continues to be faced by new challenges, leadership tasks and responsibilities have become more important as well as more complex. The Master of Science in Organizational Leadership uses a practical, experiential learning approach to help students examine and develop their individual leadership styles while building skills that inspire and drive productive activity in all kinds of professional environments. Graduates are well able to perform at a higher level regardless of their position within the organization, demonstrate readiness for promotion, start their own business or consulting practice, take on global strategic and management challenges, and drive organizational change and innovation.

## Program Requirements

- Concentrations and course offerings may vary by campus and/or by program modality. Please consult with your advisor or admissions coach for the course availability each term at your campus or within your program modality.
- Certain options within the program may be *required* at certain campuses or for certain program modalities. Please consult with your advisor or admissions coach for requirements at your campus or for your program modality.

Complete all courses and requirements listed below unless otherwise indicated.

## Required Courses

Code	Title	Hours
LDR 6100	Developing Your Leadership Capability	3
LDR 6110	Leading Teams Strategically in a Global Environment	3
LDR 6115	Developing Strategic and Authentic Leadership Communication	3
LDR 6120	Developing Organizational Success through Leadership Development	3
LDR 6135	Ethical Leadership	3
LDR 7980	The Capstone: Demonstrating Leadership in Action	4

## Concentration or Electives

The remaining quarter hours may be completed by a combination of completing a concentration and additional electives or selecting any courses listed in the concentrations and elective list.

### CONCENTRATIONS

- [Coaching](#)
- Health Management (p. 2)
- Human Resources Management (p. 2)
- Leading and Managing Technical Projects (p. 2)
- Organizational Communication (p. 3)
- Project Management (p. 3)
- Sales Management (p. 3)

### ELECTIVES

Code	Title	Hours
CMN 6060	Negotiation, Mediation, and Facilitation	
CMN 6095	Foundations of Developing Cultural Awareness	
CMN 6096	Cultural Communications Lab	
EDU 6184	Interdisciplinary Foundations	
HRM 6042	Strategic Workforce Planning	
HRM 6050	Employee Engagement	
HRM 6070	Global Human Resources Management	
HRM 6074	Global Talent Acquisition and Mobility	
INT 6900	International Field Study Experience	
LDR 6101	Leadership Challenge Lab	
LDR 6140	Leadership Strategy, Design, and Practice	

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LDR 6145	Developing Sustainable Global Leadership
LDR 6150	Innovation and Organizational Transformation
LDR 6190	Leadership Coaching for Purpose and Performance
LDR 6983	Topics

### Program Credit/GPA Requirements

45 total quarter hours required

Minimum 3.000 GPA required

#### **COACHING**

Code	Title	Hours
LDR 6190	Leadership Coaching for Purpose and Performance	3
LDR 6195	Advanced Leadership Coaching: An Interdisciplinary Approach	3
Complete three of the following:		9
CMN 6060	Negotiation, Mediation, and Facilitation	
CMN 6095	Foundations of Developing Cultural Awareness	
HRM 6050	Employee Engagement	
LDR 6150	Innovation and Organizational Transformation	

#### **HEALTH MANAGEMENT**

Code	Title	Hours
HMG 6110	Organization, Administration, Financing, and History of Healthcare	3
HMG 6130	Healthcare Strategic Management	3
HMG 6140	Principles of Population-Based Management	3
HMG 6160	Healthcare Information Systems Management	3
HMG 6170	Health Law, Politics, and Policy	3

#### **HUMAN RESOURCES MANAGEMENT**

Code	Title	Hours
<b>Required Courses</b>		
HRM 6015	Introduction to Human Resources Management	3
HRM 6025	Workforce Analytics	3
Complete three of the following (students waived out of HRM 6015, complete four of the following):		9-12
HRM 6005	Creating a High-Performance Organization: Strategic Organizational and HRM Choices	
HRM 6010	Compensation and Benefits	
HRM 6020	Talent Acquisition and Onboarding	
HRM 6030	The Employment Contract	
HRM 6042	Strategic Workforce Planning	
HRM 6047	Managing the Employee Life Cycle	
HRM 6050	Employee Engagement	
HRM 6060	Organizational Design	
HRM 6070	Global Human Resources Management	

#### **LEADING AND MANAGING TECHNICAL PROJECTS**

Code	Title	Hours
PJM 5900	Foundations of Project Management <sup>1</sup>	4
PJM 6205	Leading and Managing Technical Projects	3
PJM 6210	Communication Skills for Project Managers	3
PJM 6215	Leading Remote Project Teams	3
PJM 6810	Principles of Agile Project Management	3

<sup>1</sup> Foundations of Project Management (PJM 5900) is for students with fewer than three years of experience directing or leading project tasks. Students who do not complete PJM 5900 may substitute project management electives from the following list to satisfy the required program hours.

- Project Evaluation and Assessment (PJM 6125)
- Project Quality Management (PJM 6135)
- Managing Troubled Projects (PJM 6140)
- Introduction to Program and Portfolio Management (PJM 6710)

### ORGANIZATIONAL COMMUNICATION

Code	Title	Hours
CMN 6000	Introduction to Organizational Communication	3
CMN 6020	Ethical Issues in Organizational Communication	3
CMN 6050	Crisis Communication	3
CMN 6090	Organizational Culture, Climate, and Communication	3
CMN 6110	Group Dynamics and Interpersonal Conflict: Meeting Management	3
INT 6000	Writing Lab	1

### PROJECT MANAGEMENT

Code	Title	Hours
<b>Required Courses</b>		
PJM 5900	Foundations of Project Management <sup>2</sup>	4
PJM 6005	Project Scope Management	3
PJM 6015	Project Risk Management	3
PJM 6025	Project Scheduling and Cost Planning	3
<b>Electives</b>		
INT 6940	Experiential Learning Projects for Professionals	3
INT 6943	Integrative Experiential Learning	3
PJM 6075	Project Finance	3
PJM 6125	Project Evaluation and Assessment	3
PJM 6140	Managing Troubled Projects	3
PJM 6145	Global Project Management	3
PJM 6175	Project Resource Management	3
PJM 6180	Project Stakeholder Management	3
PJM 6205	Leading and Managing Technical Projects	3
PJM 6210	Communication Skills for Project Managers	3
PJM 6215	Leading Remote Project Teams	3
PJM 6710	Introduction to Program and Portfolio Management	3
PJM 6983	Topics	3

<sup>2</sup> Foundations of Project Management (PJM 5900) is for students with fewer than three years of experience directing or leading project tasks. Students who do not complete PJM 5900 may substitute project management electives to satisfy the required program hours.

### SALES MANAGEMENT

Code	Title	Hours
<b>Required Courses</b>		
LDR 6100	Developing Your Leadership Capability	3
SMT 6010	Building Business Acumen	3
SMT 6020	Managing the Customer Experience	3
SMT 6060	Decision Support and Sales Analytics	3
<b>Elective Courses</b>		
Complete a minimum 6 quarter hours from the following:		6
CMN 6040	Consumer Behaviors in the Online Environment	3
CMN 6045	Leveraging Digital Technologies: Strategy, Assessment, and Governance	3
CMN 6060	Negotiation, Mediation, and Facilitation	3
EAI 6020	AI System Technologies	3
LDR 6110	Leading Teams Strategically in a Global Environment	3
LDR 6135	Ethical Leadership	3

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PJM 5900	Foundations of Project Management
PJM 6210	Communication Skills for Project Managers
PJM 6185	Managing Innovation Projects
SMT 6983	Topics