

# ORGANIZATIONAL LEADERSHIP

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## Preparing Leaders for Global Challenges

The Organizational Leadership Program provides superior educational opportunities that increase leadership effectiveness and career success in complex organizational environments.

## Learning Outcomes for Organizational Leadership

Graduates of the Organizational Leadership Program are able to:

1. Define and describe leadership-related terminology and concepts.
2. Solve complex leadership problems using appropriate tools and techniques.
3. Formulate leadership and not-for-profit organization policies and strategies and evaluate their effectiveness.
4. Integrate global considerations in leadership decisions.
5. Work effectively in team environments.
6. Demonstrate appropriate habits, behaviors and attitudes in leadership situations.

Both the public and the private sectors demand competent leadership for their increasingly complex organizations. Change is constant, and corporate boardrooms, public agencies, and government offices are looking for individuals who can provide an effective, constructive force for their organizations.

This program integrates the study of effective leadership to provide students with a broad perspective on the challenges and opportunities related to leadership. The program is designed to strengthen students' abilities to create a compelling vision, translate that vision into action, and lead others in creating new ventures or in revitalizing existing ones. In short, the program is designed to create a new generation of leaders—characterized by passion, integrity and competence.

Organizational leadership enhances students' potential for leadership positions in careers such as public management, community service, health promotion, law, and human resource management.

Organizational Leadership majors are not eligible to earn the Business Management minor.

## **ORGANIZATIONAL LEADERSHIP**

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### **Organizational Leadership Major (68 credits)**

#### **Bachelor of Science**

##### **Core Courses**

Business 101, Introduction to Business  
Business 260, Ethics in Business, Government and Society  
Business 250, Culture and Diversity in Organizations or  
Business 265, Human Resource Management  
Business 301, Principles of Marketing  
Business 302, Principles of Management  
Business 315, Organization Behavior  
Leadership 302, Leadership: Theory and Practice  
Leadership 480, Leadership Internship  
Leadership 499, Leading Change: Capstone  
Politics 231, Financial Management in Nonprofit Organizations (2 credits)  
Politics 232, Resource Development in Nonprofit Organizations (2 credits)  
Politics 233, The Law and Governance of Nonprofit Organizations (2 credits)  
Politics 234, Critical Issues in Nonprofit Management (2 credits)  
Politics 332, Public Policy  
Politics 335, Public Administration

##### **Support Courses**

Accounting 205, Financial Accounting  
Computer Science 107, Problem Solving Using Information Technology (2 credits)  
Economics 110, Introduction to Economics or  
Economics 124, Principles of Economics I- Microeconomics  
Mathematics 112, Introduction to Statistics

### **Organizational Leadership Minor**

Business 260, Ethics in Business, Government and Society  
Business 302, Principles of Management  
Leadership 302, Leadership: Theory and Practice  
Politics 332, Public Policy  
Politics 335, Public Administration

#### **190. Leadership and Personal Effectiveness** **S1** **4 credits**

Personal leadership represents a passionate desire to take charge of your life and is characterized by the strong values that become your moral compass, providing direction to your actions and behaviors. In this class, you will develop strategies to increase your individual effectiveness as you discover your unique purpose and initiate a personal vision to guide your life, and learn principle-centered approaches for solving problems, how to be a more effective communicator and listener, time management skills, how to set and achieve challenging goals and principles that help you adapt to change.

**302. (191) Leadership: Theory and Practice****S2****4 credits**

This course facilitates development of the student's capacity to become an effective leader in a business, public/government organization, or nonprofit agency. Through an examination of various approaches to leadership, students identify key principles, competencies, and qualities characteristic of effective leaders and integrate these concepts into a personal leadership style. (*Fa, Sp*) Prerequisite: junior standing.

**480. Leadership Internship****1-12 credits**

This course provides an opportunity to apply leadership theories and concepts to actual work experiences under the supervision of an external supervisor and the Director of the Organizational Leadership program. The internship provides opportunities for the students to improve leadership skills while adapting to the world of work. Prerequisites: LEA 302, BUS 101, BUS 260, BUS 302, BUS 315, BUS 360. To be taken concurrently with LEA 499. (*Fa, Sp*) The course may be repeated for a maximum of 12 credits if the student has substantially different work experiences. Minimum of 4 credits is required. 40 hours of work are needed for each credit.

**499. Leading Change: Capstone****2 credits**

This course integrates prior academic experiences and provides students with an experimental, comprehensive approach to leadership. The processes of developing a vision, strategic thinking and planning, communicating the vision, empowering employees, and appreciating differences are applied and utilized within an actual organizational setting as a means of integrating academic knowledge with leadership skills. Prerequisites: LEA 302, BUS 101, BUS 260, BUS 302, BUS 315, BUS 360. (*Fa, Sp*)