LEADING PEOPLE AND ORGANIZATIONS (GRADUATE) (LPGB)

LPGB 76AB. Personal Leadership Development. (3 Credits)
This course will explore emotional intelligence and leadership with an emphasis on self awareness and self management. Various instruments will be used to help students define clearly their personality, motive profile, signature strengths, values and belief systems. Once a level of self awareness is achieved, we will turn to self management to help students make choices that enhance their lives, improve their leadership, and make better career decisions.

LPGB 76AE. Turnaround Management. (1.5 or 3 Credits)
In today's demanding and fast-paced environment, there is a premium on individuals who can produce outstanding results on a continuing basis. Business as usual is not sufficient to sustain organizational vitality over the long term. Increasingly, leaders are expected to deliver growth and productivity improvements while satisfying clients, motivating employees, and meeting the needs of a myriad of internal and external stakeholders. This course is designed to prepare students to lead organizations to higher levels of performance by applying critical elements of leadership theory and practice.

LPGB 76AG. Managing Transnational Firm. (3 Credits)
Organizations are complex systems. Different theories of designing structure and processes of such organizations are presented. The elements of the global competitive environment within which such organizations operate and ways of relating to this environment.

LPGB 76AS. Boards and C-Suite Decision Making. (3 Credits)
This course is designed to enhance the MBA's understanding of the theory and reality of decision making at the most senior levels of the corporate organization. It will focus on decision-making among the Board of Directors, CEO/CFO and other senior management in a variety of contexts and will include international as well as U.S. perspectives. In addition to lectures and case studies, current CEOs, CFOs, and Directors will share their experiences with the class.

LPGB 76AV. Developing the Sustainability Mindset. (3 Credits)
This hands-on workshop/seminar is designed for individuals ready to take leadership roles in contributing to solutions to our species' greatest challenge - dealing with the climate-change/global-unsustainability situation already impacting our lives, careers, businesses, and societies.
Attributes: ABGS, SOIN.

LPGB 76AW. Leadership & Trust. (3 Credits)
This course will cover some evolving concepts of leadership and then concentrate on how leaders build trust among followers and other stakeholders and how they architect high trust teams and organizations. The course will be centered around Dr. Hurley's new book The Decision to Trust, which was named one of the best leadership books of 2011 by the Washington Post.
Attribute: SOIN.

LPGB 76BG. New Models of Mgmt. (3 Credits)
This new course will explore the management systems, management processes, and global context required for the 21st-century. There is ample evidence that the "business as usual" management systems, processes, leadership, and goals of the 20th century are inappropriate for the realities of the 21st-century. Building upon the conceptual framework of three technologies (systems) of managing - traditional management, managing for quality and productivity, and managing for global sustainability - this course will explore the possibilities and emerging realities of management systems and leadership for global sustainability. Particular attention will be paid in the course to developing among class members the management skills necessary for this new system of managing and, most importantly, the mindset necessary to provide leadership for this emerging future.

LPGB 76BJ. From Managing Creativity to Leading Innovation: A Survey Course. (3 Credits)
Knowing how and where to innovate and to do so in a way that is sustainable financially, socially, and environmentally makes you invaluable to any employer. In this course you will learn tools and gain insights that can equip you to understand the process of innovation at a deeper level, by understanding its complexity and the multiple levels it can and needs to occur to be successful (including individual creativity, product/service innovation, business model innovation, governance innovation, social/sustainable innovation at the systems level).

LPGB 76BN. Jesuit Leadership and Culture. (3 Credits)
Experience the Spiritual Process that made Saint Ignatius of Loyola; Reflect and Discern on your own Leadership Style and how it compares to the Jesuit Culture of Leadership; Understand the Importance of Team Building in recreating a successful Walking Pilgrimage; Learn the Foundation of Jesuit History.

LPGB 76BQ. Entrepreneurship Bubble: Coworking, Incubators, Startup Contests, and the Purpose Bubble. (3 Credits)
This course provides a focus on the entrepreneurship and innovation bubbles as well as the shortcomings of startup structures. Topics include sources of funding and organizing such as: incubators, coworking spaces, open floor plans, angel investors, venture capital, IPO’s, and governmental mechanisms. Upon completion, students will be able to effectively analyze the weakness of an entrepreneurial venture and innovation processes.

LPGB 76BT. Org Development & Change. (3 Credits)
This is a workshop-oriented, applied course on diagnosing and managing organizational development, especially in a climate of uncertainty. Cases, lectures, guest speakers, and exercises will cover a wide variety of OD applications, practical interventions, and approaches to change evaluation.

LPGB 76BU. Design Thinking. (3 Credits)
Design thinking is an iterative problem-solving process of discovery, ideation, and experimentation that, when combined with business models, provides decision-makers with effective tools for innovation and transformation. This hands-on course will guide students in the use of a variety of design-based tools and techniques to clarify and solve human-centered organizational, business, and public service challenges.

LPGB 76BV. Leading the Sustainable Business Organization. (3 Credits)
This course will outline current challenges and opportunities of modern, sustainable business management. It will focus on leadership opportunities for the advanced business student and highlight best and emerging practices of leadership in the 21st century (incl. Tesla, Unilever, Patagonia and social enterprise).
Everywhere. Related crises are threatening economies across the planet, and business as much wealth as the bottom 3.5 billion people on earth?. These and millions of species going extinct; inequality is so bad that 8 men have and will get far worse; we are living in the sixth great extinction, with and failed states; the climate crisis has thrown millions into collapse, is in crisis: 65 million refugees on the move, fleeing climate change.

This three-credit intensive will help prepare students to be leaders in system administration and implementation issues.

This course examines compensation theory and practice, including indirect payments, and employee benefits. Topics include: economic and management of compensation/reward systems, such as direct wages, strategic compensation planning as well as the development and system administration and implementation issues.

This three-credit intensive will help prepare students to be leaders in the rapidly emerging world of sustainable business. The world today is in crisis: 65 million refugees on the move, fleeing climate change and failed states; the climate crisis has thrown millions into collapse, and will get far worse; we are living in the sixth great extinction, with millions of species going extinct; inequality is so bad that 8 men have as much wealth as the bottom 3.5 billion people on earth?. These and related crises are threatening economies across the planet, and business everywhere.
LPGB 6610. Introduction to Modern Management. (1 Credit)
This course introduces students to the current challenges managers are facing. It provides frameworks of competing theories on human nature and explores their consequences for managing organizations.

LPGB 6613. Leading People and Organizations. (3 Credits)
FT MBA CORE/ PMBA FLEX CORE COURSE. Presents theories of designing the structure and processes of organizations, as well as the elements of the global competitive environment within which such organizations operate and ways of relating to this environment. Explores critical issues related to the individual and the firm. Focuses on defining management's role and responsibilities in the continual improvement of quality, productivity, and the competitive position of the enterprise. Previous course title: Fundamentals of Management.

LPGB 7610. Leadership and Change. (3 Credits)
Prepares students to meet the requirements of today's economy, where leadership demands a combination of personal capabilities and insights, as well as in-depth knowledge of organizational change processes and practices. Through readings, cases, class discussions, self-assessment exercises, and leader-directed learning projects, participants gain important insights into their own management style and develop essential knowledge and skills for successful implementation of major change initiatives.

Attributes: ABEP, ABGS, ABIB.

LPGB 7615. Cross-Cultural Negotiation and Communications. (3 Credits)
Explores how cultural differences and international settings affect business communication and negotiation - key skills for managers who seek to get solutions accepted and implemented. The dimension of culture is used to increase the student-managers' self-awareness and reflection and to build flexibility in their conceptual understandings and skills. Emphasizes specific strategies, styles and techniques that help the negotiator/communicator.

Attributes: ABGS, ABIB.

LPGB 7616. Training and Development. (3 Credits)
An introduction to preparing, offering, and evaluating interventions for personnel training and organizational development. Topics include needs assessment, adult learning, instructional design, and transfer of training from the corporate classroom to the work site.

LPGB 7617. Assessment in Human Resources. (3 Credits)
Prepares students to conduct measurements, assessments, and reports of human resources programs and practices. Topics include job analysis, organizational development surveys, compensation reviews, organizational culture, and benchmarking.

LPGB 7619. Leading Organizational Change. (3 Credits)
Students learn to analyze organizational environments to identify challenges and constraints, to understand stakeholders' attitudes about the status quo, to understand and manage change according to several change models, and to align business strategies with organizational systems and structures. Elements of strategy, planning, and implementation are included.

LPGB 7623. Contemporary Issues in HR. (3 Credits)
This course provides an in-depth exploration of a current topic, issue, or practice in the area of strategic human resource analysis. The course uses cases, readings, and applied exercises to examine the topic and its implications for HR practice.