

ORGANIZATIONAL LEADERSHIP (ORGL)

ORGL 2000. Theories of Leadership, Context and Change. (4 Credits)

Designed to provide a context for the beginning student in the Organizational Leadership major, this course presents a range of theoretical perspectives and a common vocabulary for discussing leadership. It includes an analysis of historical concepts and contemporary theories, focusing on the idea of leadership and the contributions of several disciplines to our understanding of it. Four-credit courses that meet for 150 minutes per week require three additional hours of class preparation per week on the part of the student in lieu of an additional hour of formal instruction.

ORGL 2100. Information Systems and Technology for Leadership. (3 Credits)

This course introduces computer terminology, hardware, and software related to the organizational environment. The focus of this course is on organizational leadership business productivity software applications and professional behavior in computing, as well as the use of software to support decision-making and to enhance efficiency. The course will emphasize the importance of the ethical use of technology and how technology can both advance and hinder organizational growth.

ORGL 2200. Transforming Managers into Inspired Leaders. (4 Credits)

This course will take an integrative view of the organization's transformation, detailing which capabilities are most critical to success while providing key references to what defines the roles of leaders and how managers can acquire and develop leadership skills. There will be a focus on how managers are able to creatively innovate, inspire, and engage people to adapt to fast-paced transformation and minimize the risk of failure. Four-credit courses that meet for 150 minutes per week require three additional hours of class preparation per week on the part of the student in lieu of an additional hour of formal instruction.

ORGL 2210. Ethical Decision Making for Leadership. (3 Credits)

Focuses on basic ethical viewpoints as a foundation and examines specific characteristics of business life through cases and examples. The fact that there is not one universal set of behaviors one considers ethical and no guidelines to follow to determine ethical behavior poses unique challenges to contemporary leaders. Yet, leaders are faced with situations where individual values may conflict with those of teams or organizations. Topics include professional responsibility and loyalty, conflict of interest, and employee rights, personal integrity and critical thinking in decision making.

ORGL 2300. Issues in Human Resource Management. (4 Credits)

An overview of current issues in human resource management in organizations. Topics include: career development, recruitment, retention, training, interviewing, performance appraisal and improvement, employee relation, technology, legal issues, compensation, motivation, ethics, work-life balance. Four-credit courses that meet for 150 minutes per week require three additional hours of class preparation per week on the part of the student in lieu of an additional hour of formal instruction.

ORGL 2400. The Legal Environment. (3 Credits)

The course provides the student with foundational information about the U.S. legal system and dispute resolution, and their impact on organizational practices. The major content areas will include general principles of law, the relationship of organizations and the U.S. Constitution, state and federal legal systems, the relationship between law and ethics, contracts, sales, torts, agency law, intellectual property, and corporate law in the global context. Emphasis will be placed on how law impacts decision-making and leadership strategies.

ORGL 2500. Change Management and Organizational Culture. (4 Credits)

This course will explore individual and group behavior in organizations. Scholarly perspectives, theoretical frameworks, practitioner methods, and measurement instruments within the field of organizational behavior and change management will be presented. Academic content and skills exercises emphasize the social, psychological, and cultural dynamics and practices influencing individual and group behavior. Key focus areas of the course include theories of organizational behavior, cultural change models, and the leader's role in assessing, facilitating, and achieving change. Four-credit courses that meet for 150 minutes per week require three additional hours of class preparation per week on the part of the student in lieu of an additional hour of formal instruction.

ORGL 2600. Mediation, Negotiation, Alternative Dispute Resolution. (4 Credits)

A review of the history principles and practices of ADR (Alternative Dispute Resolution)—including mediation, negotiation, arbitration, conflict resolution—increasingly used in all areas of society (Law, Business, Family). Combines lectures and exercises. Four-credit courses that meet for 150 minutes per week require three additional hours of class preparation per week on the part of the student in lieu of an additional hour of formal instruction.

Attributes: PJCP, PJCR, PJST.

ORGL 2610. Applied Organizational Behavior and Leadership. (4 Credits)

This course is designed for students to understand and apply major theories and research in industrial psychology for use in organizational settings. The course provides an overview of individual, group, and organizational issues related to relationships and performance. The purpose of the course is for students to discover how behavioral and psychological concepts can be applied in business and careers. The course prepares students for leadership positions in business and nonprofit organizations. Four-credit courses that meet for 150 minutes per week require three additional hours of class preparation per week on the part of the student in lieu of an additional hour of formal instruction.

ORGL 2700. Organizational Communication. (4 Credits)

A hands-on review of communication theory and practice in organizations, including writing, oral presentations, and up-down/across communications. Four-credit courses that meet for 150 minutes per week require three additional hours of class preparation per week on the part of the student in lieu of an additional hour of formal instruction.

ORGL 2701. Business Communications in Leadership. (3 Credits)

Business Communication is designed to facilitate students' understanding of crucial communication principles and to develop effective writing skills. This course provides opportunities to analyze complex issues, organize thought logically, and communicate these complex ideas concisely. The core purpose of this course is to develop expertise in the theories and practices that will enable you to become an effective communicator in professional settings.

ORGL 2702. Interpersonal Communication. (4 Credits)

This course is designed to explore the field of ideas relating to human modes of communication and personal relationships in the shaping of our social environment and in formulating leadership styles. This course focuses not on developing a particular set of “skills” (communication competence), but to explore the overarching structures that influence interpersonal interaction and investigate research on some of the major topics of interpersonal communication. Students will explore such topics as the development of the self-concept, perception, language, nonverbal communication, and conflict management.

ORGL 2703. Digital and Social Media Marketing Communication in Leadership. (4 Credits)

Social media represents a new class of communication platforms that have become quickly interwoven into society. The course will examine various applications and strategies for communicating through social media, including managing personal and professional social media messages, social media content development and dissemination, and the importance of social media to business. The intention is to broaden perspectives, and to approach SMM from a communication strategist’s standpoint. Students will begin to appreciate the true value of digital and social media to consumers, to managers, and to other corporate stakeholders.

ORGL 2704. Interpersonal Behavior within Organizations. (4 Credits)

This course in interpersonal behavior is designed to give you exposure to essential concepts for analyzing, understanding, and managing human behavior in organizations and the behavioral influences which affect productivity, organizational effectiveness, and efficiency. The course will tie concrete organizational situations to effective management practices. The course will investigate: individual behavior in organizations, including personality, decision-making, and ethics and the impact on the organization; interpersonal behavior, including teamwork, conflict, leadership, social networks, and power and influence; and organizational factors affecting behavior, including reward systems, culture, and organizational design. Four-credit courses that meet for 150 minutes per week require three additional hours of class preparation per week on the part of the student in lieu of an additional hour of formal instruction.

ORGL 2800. U.N. and Political Leadership. (4 Credits)

Four-credit courses that meet for 150 minutes per week require three additional hours of class preparation per week on the part of the student in lieu of an additional hour of formal instruction.

Attributes: INST, ISIN, PJCR, PJST.

ORGL 2900. Entrepreneurship. (4 Credits)

A hands-on overview of entrepreneurship today—its history, role in society, theory, and practice. Topics include developing a business plan, market analysis, value position, exit strategy, entrepreneurs, and managing creativity in organizations. Four-credit courses that meet for 150 minutes per week require three additional hours of class preparation per week on the part of the student in lieu of an additional hour of formal instruction.

ORGL 3100. Leading with Emotional Intelligence. (4 Credits)

Leading with emotional intelligence is the capacity for effectively recognizing and managing our own emotions and those of others. It is self-awareness and self-management, social awareness, and social management and other items. The course relates IQ to organizational effectiveness and personal success. Four-credit courses that meet for 150 minutes per week require three additional hours of class preparation per week on the part of the student in lieu of an additional hour of formal instruction.

ORGL 3110. Strategic Leadership, Development & Diversity. (4 Credits)

The course will focus on developing the cross-cultural competence you need to lead effectively in the modern collaboration-powered global marketplace – one that is more diverse than ever before on multiple dimensions. This course is designed to provide leaders with evidence-based insights, as well as proven individual, interpersonal, enterprise-level strategies to successfully harness the power of diversity and inclusion in teams, organizations, markets, and societies.

ORGL 3120. Leading Innovation: Strategies for Growth. (4 Credits)

In this course, students will gain a deeper understanding of why companies need exceptional leaders who can manage both exploiting established businesses and exploring innovative products and services. Through concrete examples, students will learn how to bring products to the right markets in a timely and efficient manner. They will be able to reflect on their own personal development and leadership skills. Four-credit courses that meet for 150 minutes per week require three additional hours of class preparation per week on the part of the student in lieu of an additional hour of formal instruction.

Prerequisite: ORGL 2000.

ORGL 3200. Special Topics Seminar. (4 Credits)

This course will comprise distinct content models that relate to leadership and/or organizational behavior. The selected topics will address contemporary issues in organizational leadership. Four-credit courses that meet for 150 minutes per week require three additional hours of class preparation per week on the part of the student in lieu of an additional hour of formal instruction.

ORGL 4000. Leadership Concepts and Cases. (4 Credits)

This course combines historical examples with vision into the future of organizational development to identify the qualities and responsibilities that will dramatically redefine and improve leadership performance in today’s rapidly changing world of work. This course, through case study analysis, will help students identify and understand fundamental shifts in leadership development shifts that are essential if organizations are to grow and prosper. Four-credit courses that meet for 150 minutes per week require three additional hours of class preparation per week on the part of the student in lieu of an additional hour of formal instruction.

ORGL 4800. Internship. (4 Credits)

Four-credit courses that meet for 150 minutes per week require three additional hours of class preparation per week on the part of the student in lieu of an additional hour of formal instruction.

ORGL 4999. Leadership Tutorial. (1 to 5 Credits)