

# ORG. LEADERSHIP (ORGL)

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## ORGL 3311

### Issues in Organizational Leadership

CRT HRS:3 LEC HRS:3 LAB HRS:0 OTH HRS:0

This competency module is an overview of issues facing organizational leaders. The module will discuss aspects of leadership as they pertain to internal and external elements facing leaders. Internal elements such as organizational change and organizational development and external elements such as dealing with external stakeholders, the global environment, and competitors will be covered as well. Students will utilize the knowledge gained in the course to develop a personal leadership theory.

*Prerequisite: Core Curriculum complete and Junior Standing.*

## ORGL 3321

### Data Driven Decision-Making

CRT HRS:3 LEC HRS:3 LAB HRS:0 OTH HRS:0

This competency module is a survey of important and commonly used quantifiable concepts and methods. The module content is of an interdisciplinary nature; it reviews basic measurable concepts and quantitative methodologies in statistics, economics, accounting, and finance. The purpose of the module is to provide the student understanding of concepts, their measurability, and the analytical meaning of the quantitative data.

*Prerequisite: Core Curriculum complete and Junior Standing.*

## ORGL 3322

### Business Ethics

CRT HRS:3 LEC HRS:3 LAB HRS:0 OTH HRS:0

This competency module is an examination of behavior and leadership in the workplace and the role of organizational leaders in fostering behaviors within the organizations. Case studies, discussion, self-assessment exercises and reading assignments explore the basic frameworks of organizational and leadership behaviors. Students will demonstrate a competency in developing strategies for driving behavior within organizations that align with organizational goals and objective.

*Prerequisite: Junior Standing and ORGL 3311.*

## ORGL 3333

### Leading Teams in Organizations

CRT HRS:3 LEC HRS:3 LAB HRS:0 OTH HRS:0

This course is designed to help you build more effective working relationships and improve your ability to lead, influence, cooperate and work effectively with others in today's increasingly team-oriented organizations. Students gain a comprehensive understanding of diversity as it applies to strategic planning, cultural change, and team dynamics. Provides students with the knowledge and practical skills to build the necessary conditions to create a high-performance team.

*Prerequisite: Junior Standing and ORGL 4341.*

## ORGL 3334

### Organizational Leadership Communication

CRT HRS:3 LEC HRS:3 LAB HRS:0 OTH HRS:0

This course explores the principles of communication and interpersonal relations in various contexts including small groups, organizations, and partnerships. Students also learn how to deal with issues of culture, gender, and ethics as well as how to handle crises and conflict. Students will assess and develop their leadership communication styles, behavior, and skills, and apply course concepts to real-world settings. Topics include intentional listening, non-verbal communication, constructive feedback, and conflict resolution.

*Prerequisite: Junior Standing and ORGL 3311.*

## ORGL 4341

### Management Theory

CRT HRS:3 LEC HRS:3 LAB HRS:0 OTH HRS:0

This competency module focuses on the principles and practice of management in an organizational setting. The learner demonstrates knowledge of the functions of management, the skill to analyze organizational processes and the ability to apply management theory to workplace situations. The learner can characterize organizations by their purpose, structure and activities. The learner can recognize, describe and apply common methods of operations and project management.

*Prerequisite: Senior Standing and ORGL 3322.*

## ORGL 4342

### Organizational Change

CRT HRS:3 LEC HRS:3 LAB HRS:0 OTH HRS:0

In this competency module students will analyze the nature and dynamics of organizational change and the roles that individuals, technologies, and circumstances/forces play in organizational change, including being able to determine the level at which organizational change should take place.

*Prerequisite: Senior Standing and ORGL 4341.*

## ORGL 4353

### Assessing the Impact of Change

CRT HRS:3 LEC HRS:3 LAB HRS:0 OTH HRS:0

The course focuses on the process of evaluating the impact of change initiatives within an organization through the assessment of outputs, outcomes, and impacts. Concepts include the measurement of organizational performance, individual performance, and change management performance. Students will learn how to determine appropriate and meaningful measures, utilize various tools to evaluate change, and effectively communicate through the lifecycle of change.

*Prerequisite: Junior Standings and ORGL 4342.*

## ORGL 4354

### Strategic Leadership

CRT HRS:3 LEC HRS:3 LAB HRS:0 OTH HRS:0

This course focuses on the overall performance of an organization by identifying, clarifying, and aligning specific leadership and management behaviors to the organization's mission, goals, and values while meeting the needs of stakeholders within and outside of the organization. This course equips future leaders with the skills and competencies needed to mobilize their followers and organizations for effective current-day action in preparation for future challenges, threats, and opportunities. This class explores strategic change from a leadership and learning perspective that promotes ethical, and skills-focused change management that focuses on human capital and the allocation of resources.

*Prerequisite: Junior Standing and ORGL 3311.*

**ORGL 4361****Capstone**

CRT HRS:3 LEC HRS:3 LAB HRS:0 OTH HRS:0

In this course, students demonstrate the application of content, theory, and skills gained throughout the program. Using resources from various organizations, students analyze current leadership, discuss a specific challenge, develop a change strategy, determine objectives, and identify the appropriate data to measure progress toward established goals. Students conduct a meeting to deliver the change message while employing proper leadership behaviors and traits to motivate and sustain organizational change. Additionally, students create a professional profile aligning personal experiences and skills to potential positions to prepare for advancement in the workforce.

*Prerequisite: Senior Standing and ORGL 4342, ORGL 4353.*