

ORGANIZATIONAL LEADERSHIP (OLA)

OLA 503. Theories of Leadership. (3 Credits)

This course examines leadership theories and themes, including traits, situational and transformational models. Since a leader's vision is crucial for organizational success, special emphasis is placed on mission, vision, and strategic planning.

Prerequisite: None

OLA 505. Theories, Strat, Visioning Ldr. (4 Credits)

This course provides an overview of modern leadership theories as they developed over the past half century, Trait Theories, Behavioral Theories, Contingency Theories, Cognitive Theories, Power and Influence Theories, Culture and Gender Theories, and more recently developed Integrative Theories will be studied. Building upon a strong understanding of leadership theory, students develop short and longer term visions and plans (strategic and operational) around well-defined KPIs.

Prerequisite: None

OLA 509. Leading Change in Orgs. (3 Credits)

The purpose of this course is to equip team leaders with the tools to create and maximize participation, collaboration, and effectiveness in order to build team identity, commitment, and trust.

Prerequisite: None

OLA 512. Certified Management Cert. (3 Credits)

Students analyze the management functions of planning, organizing, directing, and controlling and apply these functions to situations managers encounter as they achieve organizational objectives. This exam preparatory course emphasizes the application of real-world, practical management skills and techniques over theories; critical thinking and decision-making skills over rote knowledge. The course serves as preparatory for those wishing to take the Certified Professional Manager* (CM) Exam from The Institute of Certified Professional Managers (ICPM). * The Associate Certified Manager (ACM) is awarded to students who have successfully passed the three required exams for CM designation but have not met the ICPM professional work experience criteria. Upon degree program graduation and evidence of the work experience requirement, the student can apply to have the ACM converted to a Certified Manager (CM) designation. Those meeting the professional experience criteria are awarded the CM immediately following completion on the exams. This course requires a course fee of \$875.00 for the CM Bundle that includes three textbooks, three exams administered by the ICPM and access to the CM online services. Note: Successful completion of this preparatory course does not guarantee the passing of the Certified Manager exam.

Prerequisite: None

OLA 515. Organiz Comm and Negotiation. (3 Credits)

This course focuses on theories of organizational communication and current issues in ethical, interpersonal, cross cultural and competitive communication situations.

Prerequisite: None

OLA 521. Select & Implement Info Sys. (3 Credits)

This course explores how organizations select and use information systems to meet challenges and opportunities in various environments. Overall design features, implementation strategies, and measurement issues are addressed.

Prerequisite: None

OLA 535. Strategic HR Management. (3 Credits)

Students will learn to think strategically and conceptually about managing an organization's human assets. The focus is on what the HR function can offer the organization, its leaders, and employees.

Prerequisite: None

OLA 542. Ethical Dimens of Leadership. (3 Credits)

This course prepares students to understand and apply what is required to strengthen Christian ethics in organizational settings.

Prerequisite: None

OLA 550. Special Topics in Leadership. (3 Credits)

Special Topics in Leadership courses are designed to address topics identified as attitudes, current events, knowledge, skills, and behaviors pertinent to examining the technical and occupational aspects of leadership. The topic for this course will change with each offering.

Prerequisite: None

OLA 555. Financial Analysis & Budg. (3 Credits)

This course introduces information and tools essential to understanding corporate financial management.

Prerequisite: None

OLA 563. Leadership in Internatl Orgs. (3 Credits)

This course prepares students for the challenges and opportunities of organizational leadership in the global environment.

Prerequisite: None

OLA 570. Leadership Competencies Pract. (3 Credits)

Leadership Competencies Practicum is a collaborative learning course and will be facilitated as a seminar. This means that students will be working with the instructor and their classmates in a regularly paced course. This type of course takes a special measure of discipline and initiative.

Prerequisite: None

OLA 584. Capstone Research Proj. (3 Credits)

This course concentrates on defining a research problem or applied project and preparing a prospectus. Students will learn how to focus a topic and submit a prospectus including a time line.

Prerequisite: None

OLA 585. Oral Defense of Capstone Proj. (1 Credit)

After completing the research process in the Research Practicum class, students will work with their committees to finish writing and prepare for their defense. Students who are prepared to defend their Capstone project should register for this course and schedule their defense/presentation.

Prerequisite: None

OLA 599. Graduate Research Project. (4 Credits)

This course concentrates on defining an applied project and preparing a prospectus. Students will learn how to focus a topic and submit a prospectus, including a time line to finalize the project and complete research defense. After completing the research process, students will work with their committee to finish writing and prepare for their defense, and then schedule their defense/presentation.

Prerequisite: None

OLA 801. Visioning. (1 Credit)

The purpose of this course is to equip team leaders with the tools to create and maximize participation, collaboration, and effectiveness in order to build team identity, commitment, and trust.

Prerequisite: None

OLA 803. Theories of Leadership. (3 Credits)

OLA 805. Theories Strat & Visioning Ldr. (4 Credits)

This course provides an overview of modern leadership theories as they developed over the past half a century, Trait Theory, Contingency Theory, Cognitive Theories, Transactional and Transformational Theories, Culture and Gender Theories, and more recently developed Integrative Theories. Building upon a strong understanding of leadership theory, students develop short and longer term visions and plans (strategic and operational) around well-defined key performance indicators (KPI). 4 credits.

Prerequisite: None

OLA 809. Leading Change in Orgs. (3 Credits)

This course equips team leaders with the tools to create and maximize participation, collaboration, and effectiveness in order to build team identity, commitment, and trust. 3 credits.

Prerequisite: None

OLA 812. Certified Management Certif. (3 Credits)

Students analyze the management functions of planning, organizing, directing, and controlling and apply these functions to situations managers encounter as they achieve organizational objectives. This exam preparatory course emphasizes the application of real-world, practical management skills and techniques over theories; critical-thinking and decision-making skills over rote knowledge. The course serves as preparatory for those wishing to take the Certified Professional Manager (CM) Exam from The Institute of Certified Professional Managers (ICPM). 3 credits.

Prerequisite: None

OLA 815. Organiz Comm and Negotiation. (3 Credits)

This course focuses on theories of organizational communication and current issues in ethical, interpersonal, cross cultural and competitive communication situations. 3 credits.

Prerequisite: None

OLA 821. Select & Implement Info Sys. (3 Credits)

This course explores how organizations select and use information systems to meet challenges and opportunities in various environments. Overall design features, implementation strategies, and management issues are addressed. 3 credits.

Prerequisite: None

OLA 835. Strategic HR Management. (3 Credits)

OLA 842. Ethical Dimens of Leadership. (3 Credits)

Prepares students to understand and apply what is required to strengthen Christian ethics in organizational cultures. 3 credits.

Prerequisite: None

OLA 850. Special Topics in Leadership. (3 Credits)

Special Topics in Leadership courses are designed to address topics identified as attitudes, current events, knowledge, skills, and behaviors pertinent to examining the technical and occupational aspects of leadership. The topic for this course will change with each offering. 3 credit hours.

Prerequisite: None

OLA 855. Financial Analysis & Budgeting. (3 Credits)

This course introduces information and tools essential to understanding corporate financial management. 3 credits.

Prerequisite: None

OLA 863. Leadership in Intl Orgs. (3 Credits)

Examines the cross-cultural complexities, challenges, and opportunities of leadership at the national and international levels. 3 credits.

Prerequisite: None

OLA 870. Leadership Competencies Practi. (3 Credits)

In this course, students complete various leadership measures to assess their leadership style, and work intensively with the professor to formulate a personalized plan to develop their practical leadership skills over several months. 3 credits.

Prerequisite: None

OLA 884. Capstone Project Research. (3 Credits)

This course concentrates on defining a research problem or applied project and preparing a prospectus. Students will learn how to focus a topic and submit a prospectus including a time line. 3 credits.

Prerequisite: None

OLA 885. Oral Defense of Capstone Proj. (1,3 Credits)

Students refine and finalize their research thesis or applied project and present (defend) it to the class. Possible areas include administration, communication, and leadership. 1 credit.

Prerequisite: None

OLA 899. Graduate Research Project. (4 Credits)