

Organizational Leadership Concentration Classes

MHRM 515 – Strategic Human Resource Management

The course examines the role of human resource professionals as a strategic partner to organizational success. Key activities are examined including recruitment, selection, training, development, job analysis, job design, compensation, benefits, performance management, and employee relations. Best practices of employers of choice are analyzed.

Learning Outcomes MHRM 515:

- Understand the HRM practice areas
- Understand the ways that HRM contributes to an organization's success
- Apply HRM to the student's role as a manager

MORG 600: High Potential Leadership Coaching

Students will learn how leaders may use coaching, mentoring, sponsoring and advising to advance organizational objectives. They will discover and apply various coaching models, techniques and assessment instruments to real-world coaching scenarios while exploring coaching models such as Appreciative Inquiry, Strength Based Coaching, Career Coaching and more. The ethical considerations of coaching will be examined.

Learning Outcomes, MORG 600:

- Students will be able to describe how coaching, mentoring and sponsoring may be used to advance personal, team and/or organizational goals
- Students will be able to articulate the importance of coaching and describe and apply two or more coaching methods that can be used to evaluate and advance employees and leaders

MORG 625: Assessment, Evaluation & Planning

This course will equip students with a variety of tools and frameworks that can be applied to create meaningful growth and change in an organization. Students will examine the process, purpose and methods of needs analysis, and explore a variety of assessment and evaluation tools that can be used for professional development plans and organizational change initiatives. Through case studies and real-world application, students will learn how to conduct a needs analysis, and craft appropriate development goals. They will then learn how to evaluate, assess and modify those plans to create optimal success for the organization and its employees. Ethical considerations in needs assessment and evaluation will be explored.

Learning Outcomes, MORG 625:

- Students will be able to conduct a needs analysis to decipher the value of change and development initiatives
- Students will be able to interpret needs analysis results and make recommendations for action, including development plans and strategic initiatives.

- Students will be able to articulate methods that can be used to evaluate the success of development and strategic plans.
- Students will be able to articulate how ROI impacts needs analysis and demonstrate understanding of the ethical considerations in needs assessment and evaluation.

MORG 650: Innovative Training & Development

Students will learn how to create a culture that is committed to learning, development and improvement. They will examine experiential learning methods, and study traditional and cutting-edge practices that are used to train and develop employees, including outdoor education, arts-based learning, job rotation, and volunteer and global leadership training experiences. By the end of the course, students will have learned practical, innovative ways to train and develop a variety of employees with varying needs, interests and strengths.

Learning Outcomes, MORG 650:

- Students will be able to articulate key strategies that are needed to create and sustain a culture of learning and improvement
- Students will be able to describe experiential learning theory and examine its importance as a tool for development
- Students will be able to articulate how arts-based learning, job rotation, outdoor leadership experiences, global experiences and community service can be used to develop leaders
- Students will be able to craft a training and development proposal, based on a developmental need, that incorporates traditional training methods and experiential learning

MORG 675 – Strategic Leadership & Organizational Design

This course will equip students with the ability to analyze organizational needs, craft strategic plans and design organizations using a systems theory approach. Through case study and real- world analysis, students will be able to uncover critical challenges, strengths and opportunities within a variety of organizations. They will create targeted strategic plans and organizational designs, and understand how those designs serve the entire organization and its stakeholders. (Prerequisite: MORG 625)

Learning Outcomes, MORG 625:

- Students will be able to analyze and interpret critical organizational challenges, strengths, and opportunities using systems theory
- Students will be able to craft strategic plans and objectives that serve important organizational objectives
- Students will be able to articulate organizational design theories and craft organizational designs using a systems perspective
- Students will be able to articulate and apply methods that can be used to evaluate the success of development and strategic plans

List of Electives, Master of Arts in Organizational Leadership:

Financial Management (MFIN 510); Data Analytics for Managers (MBUS 500); Applied Managerial Marketing (MBUS 520); Recruitment & Selection (MHSM 625, MHRM 515 is prereq.); Workforce Compensation & Benefits (MHRM 655, MHRM 515 is prereq.); Entrepreneurship & New Venture Strategy (MBUS 509)