

ORGANIZATIONAL LEADERSHIP (ORL)

ORL326 Organizational Behavior and Development (3 course hours)

This course applies principles of the psychology of work in organizations and focuses on the three main system elements of organizational behavior – the individual, group, and organizational levels. Also addressed are leadership processes that impact various areas of the organization, such as conflict and negotiation, power and politics, and decision-making.

ORL328 Diversity and Intergenerational Effectiveness (3 course hours)

This course recognizes generational issues as one aspect of diversity. Therefore, it focuses on the characteristics of Traditionalists, Boomers, Gen Xers and Millennials, and the impact these distinct characteristics have on the professional relationships that foster unity and productivity in organizational leadership. Students will develop skills that will facilitate leading and serving a multigenerational workplace/organization.

ORL340 Leading Change in Organizations (3 course hours)

This course advances students' understanding of leading and managing change. This course equips students with tools and concepts to assess the need for change by examining organizational systems, structures, policies, and people.

ORL345 Leadership Theory/Application (3 course hours)

This course provides an overview of leadership theories and their practical application within the marketplace.

ORL422 Global Leadership (3 course hours)

This course explores strategies for starting or leading a global enterprise by developing frameworks to enable managers and leaders to achieve organizational objectives.

ORL501 Leadership Theories and Practice (3 course hours)

This course analyzes various leadership theories. Explores strategies for personal, team, and organizational leadership. This course examines issues of personal development, teamwork, motivation, influence, power, and change. Students will develop a framework for understanding and practicing leadership. Core questions related to leadership will be considered: What is leadership? Who can lead? What are the characteristics of effective leaders? What do effective leaders do? How is leadership developed and applied?

ORL505 Analysis and Research Strategies (3 course hours)

This course employs key analysis and research strategies for critically evaluating data related to planning and other organizational functions. Students will learn effective research and analysis skills fundamental to any leadership role. By using these skills, students can critically evaluate information: how and where it was acquired, how it is used, and how it should be communicated. REGISTRATION: Students must have a minimum of a 3.0 GPA and must complete all other program requirements with the exception of ORL625 to take this course.

Pre-requisites: C or better in ORL515 and ORL615

ORL510 Ethical Leadership (3 course hours)

Provides an overview of character as the foundation for effective leadership. Students will learn the impact of values and ethical behavior on their leadership ability and the organization. Using classical and contemporary ethical case studies, students will learn how to analyze a situation to arrive at a values-based decision consistent with Scripture.

ORL515 Leading High Performance Teams (3 course hours)

This course provides theoretical and practical knowledge that can be applied to organizational work teams. Using a variety of models and perspectives is essential to becoming an effective leader today, whether in business, non-profit management, or church leadership. Students will use the skills learned in this course in a variety of team-driven settings.

ORL520 Organizational Culture and Politics (3 course hours)

This course examines behavioral science theory as well as various factors that influence the culture and politics of an organization. Students will learn how to analyze the culture of an organization, determine appropriate communication techniques, and apply them effectively. Understanding the culture and politics within an organization is a critical skill for leaders in today's society. By combining organizational theory with real world organizational examples, learners will be able to analyze culture and politics and develop communication strategies that will assist in improving overall performance. Students will have an opportunity to analyze their own organization and learn practical approaches for improvement.

ORL525 Global Leadership: Leading Across Cultures and Distance (3 course hours)

This course explores cultural differences and variables and focuses on developing necessary strategies to become effective global leaders. To this end, multicultural awareness and sensitivity, coupled with interpersonal tools and skills for leadership across distances and cultures, are essential. Theory and practice are blended in this course and provide insight into the many facets of working with individuals and organizations in various cultural frameworks. Students will be enabled to understand the impact of culture and diversity, as well as expand their cross-cultural capabilities, which include creating mutually beneficial partnerships around the world.

ORL610 Leadership, Change and Innovation (3 course hours)

This course focuses on the development of a creative and innovative mind that balances the need of the organization with the need of people within the organization for stability. Students will learn to develop a creative mind, how to implement innovations, and how to help an organization and its people through the process of change so that innovations can be implemented smoothly and with minimal disruption to the organization.

ORL612 Organizational Finance (3 course hours)

This course develops the understanding and skills needed to build, communicate, and implement an effective organizational budget that will effectively meet the financial needs of the organization and all stakeholders.

ORL615 Strategic Leadership and Data Management (3 course hours)

This course teaches students how to analyze and interpret data to become effective decision makers when addressing organizational strategies, training and development, resource allocation, and financial positioning.

ORL616 Strategic Writing and Communication (3 course hours)

This course equips graduate students with problem-solving, APA Research, and oral and written communication skills to enhance their interaction with organizational stakeholders.

ORL620 Applied Leadership Decision Making (3 course hours)

This course evaluates decision-making skills and considers optimal ways of reaching decisions individually and in a group context. The psychology of decision-making will be explored with an emphasis on the biases and motivations that may prejudice our decision-making abilities. Participants will critically analyze contemporary decisions in society and apply the course materials to a positive organizational context. Students will continue to develop their research techniques and will use the critical thinking skills they develop to identify, explore, and research an issue of their choosing.

ORL625 Applied Research Project in Leadership (3 course hours)

This course challenges students to examine a leadership issue within an organization by analyzing the issue, developing potential solutions, and implementing a plan to resolve the issue. The project provides leaders with the opportunity to integrate what they have learned throughout the program into a comprehensive project.

Pre-requisites: B- or better in ORL505