Organizational Leadership Certificate
2022-2023 Course Listing

Course Name	Credits	Course Description
Required Core Classes – Choose 9 credits from the following courses		
BUS 515 **Career Management**	1	In BUS515, students will learn tools to create a career strategy and personal brand. Course outcomes include: • Create a well-developed career and personal marketing plan • Gain an understanding of your personal competitive advantages and strengths • Customize personal marketing tools (cover letter/resume/LinkedIn profile) to fit identified career path • Gain competency in reactive and proactive job searching strategies • Develop lifelong career management skills including networking, interviewing and offer negotiation
BUS620 **Leadership and Teams**	2	In BUS 620, students grow their leadership competencies, enabling them to effectively create change and lead their teams, organizations, and communities. Students will: • Develop the traits and behaviors that connect you with diverse employees to build trusting relationships and produce results. • Navigate the design, development, and performance of teams using shared leadership models. • Develop compelling visions that maximize engagement and craft equitable, inclusive, and ethical organizational cultures. • Enact decision-making approaches that support business strategy and resonate with diverse employee profiles.
BUS 622 **Self-Leadership in Organizations**	2	In BUS 622, students develop their competence in leading themselves as a foundation for leading others. Students will: • Identify their own personality and behavioral capabilities and see connections to their leadership roles and life goals. • Become aware of and regulate their own emotions, thoughts and behaviors and embed them in productive and satisfying habits. • Practice a learning orientation, a growth mindset and problem-solving skills to promote resilience and fortitude in the face of organizational and personal challenges, stresses, and failures. • Create a vision of their careers reflecting their authentic personal values that helps them lead, build productive relationships, and create value in their organizational roles.

BUS 623 **Building and Leading Exceptional Teams**	1	BUS623 explores factors that contribute to exceptional organizational teams with an emphasis on effective and ineffective leadership. From the shop floor to the boardroom, organizations are increasingly leveraging teams and place a premium on effective leadership to garner the synergistic benefits that are assumed to accrue from the use of such teams. Examine effective teamwork and leadership and survey current trends and developments in theory and practice. Course objectives include: • Expose students to current thinking and research regarding the study and practice of teamwork and leadership. • Gain a deeper understanding of human behavior in the workplace – particularly within the context of organizational teams. • Study characteristics of effective and ineffective leadership to assist students in generating their own "ideal" leadership model.
BUS626 **Managing Human Capital**	2	BUS626 is designed to teach the direct relationship between corporate financial results and business management practices that treat people as assets. Studies include the interplay between progressive leadership behaviors, effective communication practices and well-orchestrated HR policies. Emphasis is placed on understanding corporate culture and creating congruent and reinforcing management systems. Course goals include: • To enable you to think strategically about how managing human resources effectively can help an organization achieve its mission. • To expose you to the key concepts, principles, and best practices for managing and enhancing human resources. • To enable you to think analytically (that is, scientifically) about human resource management problems.
BUS 627 **Essentials of Negotiations**	2	In BUS627, student will gain new insights about negotiation styles and explore how to become a more effective negotiator. Upon successful completion, students will be able to: • Distinguish cultural myths from research-based facts regarding negotiation effectiveness. • Analyze their own intuitive strengths, weaknesses, and potential biases vis-à-vis negotiation behaviors. • Distinguish between distributive bargaining and integrative negotiation, as well as the approaches and strategies pertaining to each. • Recognize and manage others' manipulative or "hardball" negotiation tactics. • Identify potential ethical dilemmas associated with negotiation situations, and analyze how different behavioral choices are likely to be interpreted by negotiation partners in such situations.

BUS 662 **Managing Diversity in a Global Context**	2	BUS662 is designed to help students broaden their understanding of cultural diversity and inclusion, to identify their and others' areas of bias or parochialism in preparation for undertaking global commerce, and, through a series of readings and exercises, to become more interculturally competent leaders. Through this course, you will develop a greater ability to: • Describe the influence of globalization on cultures and cultural change. • Recognize your own cultural background and potential biases vis-à-vis other cultures. • Accurately assess cultural contexts and the forces that lead to differences in social culture. • Understand the skills and behaviors necessary in creating inclusive intra-organizational cultures. • Develop an understanding of key differences in leading and motivating organizational participants across cultures. • Understand and anticipate key interpersonal communication differences for various business settings across cultures.
LEAP500 **Leadership in the Arts**	3	Theoretical and applied knowledge about concepts of leadership, leadership styles as applied to arts-related organizations.
SPMT572 **Sport Organizational Communication**	2	Examines contemporary philosophies and methods for studying the communication systems within sport organizations, and the challenging issues facing organizational leadership and employees in their efforts to communicate with each other.