

# LEADERSHIP (LEAD)

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## LEAD-605 LEADERSHIP AND VALUES (3 Credits)

Students begin the program with a cornerstone course that introduces them to contemporary leadership principles and practices. Franciscan values related to effective leadership such as servant leadership, respecting each person's dignity, and humility as leaders are explored and self-assessments are used to help students gain insight into their own leadership strengths and areas for improvement. Students will complete a 360 degree evaluation and receive individual coaching on their leadership abilities.

## LEAD-610 LEADERSHIP AND DIVERSITY (3 Credits)

People have intrinsic value beyond their tangible contributions in the workplace and the community. Understanding the unique contributions of diverse individuals makes an organization effective by capitalizing on all of the strengths of each employee. This course investigates the increasingly prominent issues surrounding diversity, dignity and worth. Theories on gender and minorities in the workforce are reviewed so that students gain an understanding and appreciation of the special circumstances they face in modern society. Special emphasis will be placed on the role of the leader in the organizations that are addressing the needs of a diverse workforce.

## LEAD-615 TALENT, CULTURE & HR (3 Credits)

This course provides an overview of labor markets, public manpower policy and other topics in personnel management such as retirement and utilization of human resources. The course also includes a survey of informal and formal approaches to conflict resolution and dispute settlement.

**Corequisite(s):** Take MSL-605.

## LEAD-620 GLOBAL LEADERSHIP (3 Credits)

This course focuses on issues that drive global policies, economics and behavior. As we live in an increasingly global world, this knowledge can help leaders to make far more informed decisions in their own work environments and understand more clearly the impacts of those decisions on people, nations, and global systems. The latest leadership theories, models, concepts, principles and practices regarding leadership issues, within the context of global, international and multicultural organizations are explored.

## LEAD-625 ORGANIZATIONAL STRUCTURE & BEHAVIOR (3 Credits)

This course explores ways to change organizations, ranging from start-up companies to established institutions, to meet the demands of ever-changing environments. Areas of in-depth discussion include the theoretical framework of organization development and change, models of planned organizational change, barriers to implementing change and ways to overcome them, and the roles of the change agent and/or consultant. Students will gain skills in organizational entry and contracting, and will gain better understanding of the challenge of change through analysis of the theory, research, and practice of IMC development.

## LEAD-631 ETHICAL LEADERSHIP & INCLUSION (3 Credits)

This course introduces the student to the study of ethics as a basis for decision making and responsible leadership in inclusive organizations and communities. Leadership roles come with a moral responsibility, and this course emphasizes the need to affirm the dignity and worth of multiple stakeholders through applying strong ethical principles. This course also emphasizes the need for leaders to approach leadership from a service-oriented positionality that works to acknowledge vulnerability. Through discussions, case studies, presentations and written responses, students in this course apply ethical reasoning from a variety of standpoints and traditions, including consequentialism, deontology, relational ethics and virtue ethics. Inquiry is centered around the consideration of what responsibilities we have toward our fellow human beings - especially the needy, ignored and excluded. Ultimately, students in this course will build an interdisciplinary and multicultural foundation of ethical theory and practice, enabling them to understand not only what it takes to be a leader at work, but in the wider world.

## LEAD-635 CONFLICT RESOLUTION (3 Credits)

This course will look at a history of conflict from organized labor to regional and world conflicts with a focus on peaceful resolution and planning with compassionate and respectful leadership. This class will also emphasize diversity in culture and other factors as an antecedent to conflict. New technologies, globalization, and current event crises will be discussed. Students will be asked to share issues of conflict in the workplace that have had an impact for class discussion and participation.

## LEAD-640 LEADING CHANGE (3 Credits)

This course introduces students to change management in organizations mindful of individual self-worth. Using theories, the course will put them into the context of organizational change. Textbook, case study, and student discussion will facilitate learning how to manage organizational change and crises efficiently and effectively in an ever-evolving global environment.

## LEAD-645 ORGANIZATIONAL PERFORMANCE (3 Credits)

Understanding, accessing and sharing data for information and decision-making purposes is critical in a dynamic and rapidly changing business environment. In this class students will develop a basic understanding of statistical representations of data as well as techniques for gathering, organizing and communicating data. Additionally students will develop key performance measures using a case or project of their own choice.

## LEAD-650 LEGAL AND POLITICAL ENVIR. (3 Credits)

Effective leaders adopt an attitude of serving others first to meet their needs along with those of the organization and the greater society. This course examines the application of law and political environments to managerial decisions and the impact these decisions have on society. The relationships between legal and business strategy are examined as practical areas that a leader must assess. This course also looks at how political and social roles impact organizations, social responsibility in business, and international business transactions.

## LEAD-655 PROJECT IN STRAT LEADERSHIP (2 Credits)

The capstone course provides students with an opportunity to synthesize what they have learned about leadership during their graduate degree program and to demonstrate mastery of primary leadership competencies, concepts, principles and practices. Students will complete an in-depth case analysis to demonstrate their competence in identification, analysis and solution of leadership problems in organizations and society today.

**LEAD-660 LEADERSHIP PORTFOLIO (1 Credit)**

Students will be expected to prepare a Leadership Portfolio of projects and activities that best demonstrates their professional development throughout the program. Students will be individually advised and coached on the quality and content of their portfolio and the goals achieved in the program