



Program of Study: Master of Business Administration and Master of Science in Leadership (Dual Degree)

Program Description

Grand Canyon University's Master of Business Administration and Master of Science in Leadership (MBA/MSL) dual degree program is designed for students who desire to pursue a traditional MBA degree and a leadership degree concurrently. Graduates will be able to integrate a conceptual foundation for an executive leadership role that emphasizes the immediate application of ethical and practical leadership skills. They will be able to identify patterns, connections, and relationships across business practices within organizational systems in order to address organizational performance challenges. Students will combine their business management and leadership skills to successfully analyze and evaluate structures, processes, and systems within changing organizational environments in order to build highly effective organizations.

Course Number	Course Title	Course Description	Credits
MKT 501	Economics and Marketing Principles*	In economics, this course is an introduction to micro and macro economic concepts, principles, and business practices. Topics covered include basic economic concepts of supply and demand, competition, income distribution, monetary and fiscal policy, production, employment, inflation, and international trade. In marketing, this course introduces the student to the lexicon of the discipline with an emphasis on the marketing concepts, consumer behavior, the need for market research, and the elements of the marketing mix (product, price, place, and promotion).	3
ACC 501	Accounting Practices*	This course is designed for individuals who are preparing for more advanced course work in accounting and is designed for students who have not had accounting in undergraduate work. Topics covered include the principles and practices of financial accounting and the fundamentals of managerial accounting, such as cost behavior and budgeting. The course will cover accounting theories using computational examples and homework is problem solving.	3
SYM 501	Applied Business Probability and Statistics*	The purpose of this course is to prepare students in mathematical, probability, and statistical concepts for their upcoming studies in quantitative methods. The course is intended for those students who have not had any prior statistical education, although students who have had statistics should also consider taking the course as a refresher.	3
FIN 501	Finance Principles*	This course is designed for individuals who are preparing for more advanced course work in accounting and is designed for students who have not had finance in undergraduate work. Topics covered include financial analysis, financial planning, asset evaluation, capital structure, and working capital management.	3
MGT 602	Organizational Behavior	Students examine concepts and applications of behavior in organizations. Topics include the study of motivation, organizational climate, group dynamics, leadership, decision-making, and organizational structure and design.	3
BUS 604	Organizational Ethics	The role of ethics in the organization. Emphasis is placed on the way ethics affect policy formation and professional conduct in business and society. Coursework includes case studies of ethical situations, internet research, a team project, oral reports, and class discussion.	3

ECN 607	Managerial Economics	A graduate course covering those aspects of economics that are particularly applicable to business decision making. Covers demand and cost estimation, production decisions, pricing, analysis at competitive market structures, and anti-trust.	3
BUS 650	Operations Management	Operations Management examines managerial concepts and strategies relating to the management of operations in both manufacturing and service environments. Emphasis is placed on methods to streamline and drive inefficiencies out of a firm's internal processes to build a highly efficient organization. The course also focuses on external processes by examining ways to achieve greater supply chain integration with suppliers and customers. Quantitative and qualitative methods and tools will be introduced and applied.	3
BUS 601	Quantitative Methods	A study in the quantitative tools and techniques used to model business functions and applications. Emphasis is given in how to set up models, as well as how to interpret and apply their results. Prerequisite: SYM 501.	3
ACC 605	Managerial Accounting	Managerial accounting concepts and procedures for internal reporting. Includes study of cost behavior, cost systems, budgeting, and performance evaluation. Coursework includes case studies, group presentations, and class discussion. Prerequisite: ACC 501.	3
MKT 606	Marketing Management	Managing the marketing function, market environmental analysis, and marketing planning, strategy, and control are fundamentals of marketing management. The course examines the marketing process, marketing research, product development innovation and diffusion, pricing strategy, distribution value drain, advertising and promotion, and strategic marketing issues. Emphasis is placed on case study analysis and current academic research with a marketing plan as a significant curriculum component. Prerequisite: MKT 501.	3
FIN 608	Managerial Finance	Discusses elements of business financial decisions, including financial forecasting and development of pro-formas, management of working capital, capital budgeting, capital structure, and raising funds in capital markets. Prerequisite: FIN 501.	3
SYM 603	Information Systems	A study of what information is and systems are, separately and together, as applied to business environments. The course starts from a very broad view, narrows to computer and enterprise environments, and then finishes with applied group and individual projects.	3
MGT 623	Organizational Development and Change	An exploration of the behavioral forces and relationships that influence organizational effectiveness and change. Topics include the study of intervention strategy and application skills.	3
MGT 625	Leadership Styles and Development	An exploration of the nature of business leadership models and theories, examining these models through a broad variety of insights and viewpoints. Provides a description and analysis of these approaches to leadership, giving special attention to how the models can improve leadership in the real-world organization.	3
MGT 626	Organizational Systems and Cultures	This course will equip students to fully understand the complexities of organizational systems and cultures, the ways in which these forces manifest themselves, and the means by which leaders intentionally impact the shape that these forces take in their organizations. Students will explore the application of various organizational systems and cultures theories to case studies, as well as to their current professional settings. Additionally, students will research and critically analyze the comparative cultures of two organizations from the same industry. The findings related to this research will be presented in the form of an Executive Presentation and related written analysis report.	3
MGT 609	Strategic Management	A study of the formulation of strategy and policy in the organization, emphasizing the integration of strategic decisions across the functional areas and across multiple business units. Significant emphasis is placed on the critical role that general managers/strategists play in driving organizational success while concurrently ensuring ethical soundness. Prerequisites: ACC 605, FIN 608, MGT 602, MKT 606.	3
MLE 605	Leading High Performance Teams	This course is an experiential introduction to models of team dynamics and group process. Issues discussed will include such topics as meeting management, team building, assessment, roles and responsibilities of the team leader, characteristics of successful teams, strategies for designing and supporting teams in the workplace. Students will also be instructed in methods used to motivate others in helping an organization succeed.	3

MLE 619	Power, Politics, and Influence	The essence of this course teaches the student sources and types of power, specific tactics for becoming an empowering leader and deals with issues around organizational politics, influence tactics, and succession planning. Students will learn how transactional leaders can become transformational leaders.	3
MLE 617	Leadership and Innovation	Students will understanding and apply various models of problems solving. They will learn various techniques, strategies and skills appropriate for creative and innovative thinking.	3
LDR 657	Leading Global Organizations	Leading global organizations has become a significant skill set responsibility for today's business and organizational leaders. The course will address the need to develop the capacity for leaders to promote a global perspective within multi-cultural and multi-national organizations. Students will be able to recognize the impact of the global economy on organizational decision-making, planning, and sourcing of organizational resources and functions. Understanding how global operations are influenced by environmental differences, legal-political, and economic systems within countries will be examined as central to leaders maintaining a global competitive advantage. Students will explore international business practices leaders must comprehend that drive global sourcing, organizational structure, and the influence of diverse cultures on leadership practices and decision-making.	3
LDR 650	Diversity Management and Leadership	Demonstrating organizational leadership demands the development and implementation of diversity management and a commitment to lead using values-based strategic and operational objectives designed to champion organizational diversity as a source of strength. Students will demonstrate the capacity to value the talents and skills of a diverse workforce with respect to gender, age, race, ethnicity, disability, and lifestyle. Students will master leadership skills based on a comprehension that leading and managing diversity is a process of constructing a work place that is inclusive and allows all employees to reach their full work potential. Through diversity leadership, students will make significant cognitive connections across organizational practices and access the full talents of individuals to achieve and sustain a competitive advantage.	3
MLE 621	Contemporary Issues in Leadership	The challenges of contemporary leadership are increasingly complex. Contemporary leaders must simultaneously balance the needs and demands of various stakeholders while concurrently driving overall organizational success. This course will provide students with the opportunity to intentionally explore several major contemporary issues from both an organizational impact and a personal belief perspective. Students will conduct independent research of several contemporary leadership issues and present their findings in an informal round-table setting to their colleagues. Additionally, students will develop an informed position on a controversial issue and engage in debate with students that have taken the opposing position.	3

Master of Business Administration and Master of Science in Leadership Credits: 69

* Students may be registered into the 600 level courses before all grades from the 500 level courses are tabulated in the student record; as a result, students may be re-registered into a 500 level course in a subsequent semester to ensure successful completion. Students with a non-business undergraduate degree who have taken courses with equivalent content at the undergraduate level may be able to waive one or more of these MBA Fundamentals courses into the program of study upon evaluation of their official transcripts. Only courses with equivalent content and grades earned of B- or better will be accepted to waive the MBA Fundamentals courses.