



## Program of Study: Master of Science in Leadership

### Program Description

The Masters of Science in Leadership (MSL) degree program is designed to provide applied cognitive and behavioral skill sets necessary to be an effective leader. The MSL program curriculum explores values, content knowledge, and skills required to understand and apply effective leadership within corporate and social contexts.

Course Number	Course Title	Course Description	Credits
MLE 601	Introduction to Organizational Leadership	Designed to be an introduction to the cross-functional complexities inherent in organizational life. Students will develop an advanced skill-set enabling effective leadership of each of the major organizational functions (namely marketing, finance, human resource management, information systems, and operations management). Students will understand the difference between transformational and transactional leadership and how both are critical to effective leadership, with the primary emphasis in this class being placed on transactional leadership.	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
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
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 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
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
MLE 613	Strategic Planning and Decision-Making	This course is designed to prepare leaders to guide their organization in the future through the use of effective strategic and contingency planning. A critical component will include learning to evaluate alternatives and make effective decisions and use appropriate decision-making processes.	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

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 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
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
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 provides 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

*Total Master of Science in Leadership Credits: 36*