

LEADERSHIP AND ORGANIZATION STUDIES (LOS)

LOS 2050 Organizational Behavior (4 Credits)

Organizations serve as the fundamental building blocks of society. Most people spend a considerable number of hours each week working in or relating to organizations. This course provides opportunities to learn about organizational structures and development, the dynamics of individual behavior within organizations, and how organizations foster and manage change.

LOS 2100 Leadership (4 Credits)

What is leadership and how do leaders lead? Can leadership be learned? What skills do 21st-century leaders need? This course provides an opportunity to examine leadership theories, to develop a personal understanding of leadership, and to explore the relations of leaders and followers. The essential skills of effective leaders are explored, such as elaborating a vision, facilitating communication, working with diversity in organizations, shaping an ethical climate, and facilitating change. Students will be encouraged to examine systematically their own leadership potential as they reflect on historical and contemporary examples of effective business and political leaders as well as leaders of causes and social movements.

LOS 3050 Financial Management (4 Credits)

All organizations, businesses, governments, and not-for-profits must deal with financial matters. This course provides opportunities to learn how to read and use financial data in order to develop systems for budget creation and control, profit forecasting, and long-range development. Basic principles of accounting, cost analysis and control, revenue and expense forecasting, return on investment, and capital reinvestment are studied and applied to examples. The leader's roles in financial management are examined, including technical, conceptual, and value considerations.

LOS 3100 Entrepreneurship (4 Credits)

Many individuals dream about starting their own company or being their own boss. This course explores the challenges of entrepreneurship both in starting a new business and in fostering entrepreneurial behavior within larger organizations of all types. Students examine the basic process needed for entrepreneurship, such as idea generation, vision building, cost projection, and outcome delineation. Examples of successful and unsuccessful entrepreneurs will be examined to determine common patterns. Students study and discuss entrepreneurship as a set of skills, values, and attitudes and are invited to consider entrepreneurship as a life skill.

LOS 3150 Working in Groups and Teams (4 Credits)

Teams carry out the majority of organizational activities across all sectors of society. Principles of team behavior and effectiveness are explored in this course along with the roles of effective leaders of teams and team participants. Various types of teams will be discussed, such as cross-functional, tactical, problem-solving, and virtual teams. Factors leading to high performance and dysfunction will be explored and applied to real-life examples of teams in organizational settings.

LOS 3200 Cross-Cultural Leadership (4 Credits)

In a complex domestic and international society, leaders of organizations are challenged to manage diversity, establish standards of desirable behavior, and draw out the strengths of all members of the workforce. How do leaders create a climate of cultural sensitivity and openness that encourages diversity and foster collaboration that transcends diversity? What do leaders do in hiring, supervision, and the use of recognition and reward structures to encourage diversity? An important focus of this course is on developing strategies to face and resolve workplace conflict through processes that ensure fairness, civil discourse, and the integration of diverse perspectives within the organization.

LOS 3250 Learning in Organizations (4 Credits)

Accelerating change in society and in organizations challenges individuals and the organization as a whole to engage in a process of continuous learning. In this course, basic concepts of individual and organizational learning are explored both in terms of their intrinsic value to individuals and as the source of competitive advantage to the organization. How is learning conceived of and structured throughout organizations? How is the return on investment in learning evaluated? This course provides an overview of what organizations do for the training and development of employees, how they structure knowledge sharing, and how they institutionalize within the organization the knowledge of its members through effective knowledge management practices.

LOS 3300 Project Management (4 Credits)

Work in organizations, or in the collaboration among organizations is often structured as projects. Almost any individual in an organization can be called upon to participate in or lead a project. Projects have deliverables that must be met within an agreed-upon time frame and budget. In this course, students learn the basic concepts and processes of project management including how to establish standards of performance, allot time, calculate costs, develop work-break-down structures, and delineate critical pathways. Students also learn about software tools available to plan and track successful projects to completion.