ORGANIZATIONAL LEADERSHIP (OL)

OL 601. Foundations of Organizational Leadership.  
This course explores foundational concepts of modern leadership and reviews traditional leadership theory. Contemporary issues in leadership provide opportunity for practical application and personal reflection.  
**Offered:** Every year, All

OL 610. The Power and Politics of Communication.  
This course reviews effective communication techniques at the corporate and individual levels. The study of power and politics of communication includes ethical, cultural and contemporary concepts.  
**Prerequisites:** Take OL 601.  
**Offered:** Every year, All

OL 615. Leadership Across Boundaries.  
This course covers the challenges of interacting, managing and leading across cultural differences and national boundaries. The focus is on coordinating and sustaining cooperative activities across various types of boundaries, including cultural, generational, gender, ethnic and regional. Students explore domestic and international differences as well as evaluate the implications of emerging global actors on business practices.  
**Prerequisites:** Take OL 601.  
**Offered:** Every year, Fall and Spring

OL 630. Performance Management.  
This course focuses on the theoretical and practical application of performance management systems. The importance of an effective performance management system is examined. An effective performance management system includes a continuous process of identifying factors and integrated approaches that align individual and team competencies with organizational goals. Students gain a conceptual understanding of key factors involved in assessing performance management systems in small and large organizations.  
**Prerequisites:** Take OL 601.  
**Offered:** Every year, Spring and Summer

OL 640. Project Management.  
This course goes beyond basic project management (PM). Students learn key PM techniques for leading complex projects and programs and assessing performance. Experiential application of these skills allows students to produce business/organizational results that require collaborative relationships and critical thinking. Students can receive credit for only one of the following courses: MG 603, OL 640, BAN 669. Students with PMP certification should discuss with their adviser.  
**Offered:** Every year, Fall and Summer

OL 650. Leading Organizational Change.  
This course examines theoretical concepts and practical techniques of organizational design and change. Students gain a conceptual understanding of leadership skills required for organizational change. The study of leading organizational change includes factors relating to the need for organizational change and the strategy-structure relationship to organizational design with a focus on organizational effectiveness.  
**Prerequisites:** Take OL 601.  
**Offered:** Every year, Fall and Spring

OL 662. Ethics and Governance.  
This course uses contemporary examples and theoretical perspectives to assess the critical dimensions of ethics in leadership, and explores responsible corporate governance linked to organizational leadership.  
**Prerequisites:** Take OL 601.  
**Offered:** Every year, Spring and Summer

OL 681. Leadership in Human Resources.  
In this course, students are introduced to the principles of human resource management. The course balances theoretical and practical approaches with emphasis on the four primary HRM functions of recruiting, selection, performance management and governance. Other areas covered include compensation and benefits as well as challenges of international HRM.  
**Offered:** Every year

OL 682. Employment Law for the Non-Lawyer.  
This course introduces the non-legal professional to laws that govern workplace personnel. Students are provided with an overview of legal issues affecting human resource management. The primary concentration is on the practical application of employment law on individuals in organizations and its impact on HR decisions.  
**Offered:** Every year, Summer

OL 683. Employee Development Strategies for Organizational Leaders.  
This course provides students with strategic approaches to developing human talent. Students gain knowledge in the area of training, performance development and talent management principles. Focus is placed on how to analyze performance problems as well as how to apply the principles of learning to the individual, the team and organization development.  
**Offered:** Every year

OL 686. Leading Public Service Organizations.  
This course examines the challenges and opportunities of public sector leadership. Course participants examine the chief executive's role as a policy maker, dealing with other community leaders and the media; discipline and ethical conduct, and leading in unionized environments. Critical leadership competencies including authenticity, trust building, exercise of power, organizational behavior, and learning to influence the work environment are also examined.  
**Offered:** Every year

OL 687. Strategic Planning for Public Service Organizations.  
This course develops skills in systematic planning within a variety of public sector organizational settings. Strategic goal setting, mission-driven plans, managing constrained resources and monitoring and modifying strategic plans in a dynamic environment are emphasized. Participants explore the processes of advanced planning through the analysis of an organization's strategic plan.  
**Offered:** Every year

OL 690. Leadership Consulting Capstone.  
This course integrates the knowledge and skills gained throughout the program. The course focuses on the design and implementation of a consulting case/project, including a comprehensive analysis of organizational issues and proposal of appropriate recommendations and implementation plans. The result is a professionally written consulting paper and presentation. The course is ideally taken last in the program.  
**Prerequisites:** Take OL 601 OL 610 OL 615 OL 630 OL 640 OL 650 OL 662.  
**Offered:** Every year, All