

ORGANIZATIONAL LEADERSHIP (OLCC)

OLCC 300 Organizational Behavior

Organizational Behavior studies individual and group behavior in organizational settings and examines organizational forces that impact behavior and performance. Topics include motivation, team effectiveness, organizational culture, ethics, diversity, leadership, communication, and change. The application of course concepts to current workplace issues is emphasized. 3 credits.

OLCC 303 Managing Change

A review and analysis of organization development and change. Students will develop an understanding and use of organizational development and change theory from the perspective of systems theory and its constructs. Introduces organization change concepts, principles, values, theories and models. 3 credits.

OLCC 325 Personal Leadership

In this course students learn the process of defining your personal leadership and management styles, beginning a personal journey to explore your continued leadership development requirements. You will develop and demonstrate an understanding of leadership theories and principles as they relate to your own assumptions, behaviors, and beliefs about leading. 3 credits.

OLCC 350 Ethics and Social Responsibility

This competency discusses various ethical dilemmas that are common in the corporate world and focuses on strategies for resolving them. Regardless of your role in a company, you will undoubtedly face ethical dilemmas that you will have to navigate through. Therefore, this competency will help you understand how to recognize and analyze an ethical dilemma and how to understand it from a variety of perspectives. This competency is broad-reaching in that it also delves into corporate social responsibility and corporate sustainability. These defined business strategies foster longevity by taking into consideration every aspect of how a business operates. 1.5 credits.

OLCC 355 Organizational Dynamics

Organizational Dynamics links the latest management theory and practice with students' real-life work situations. 1.5 credits.

OLCC 400 Organizational Structure and Culture

This course familiarizes the student with basic concepts related to organizational structure and culture. The primary focus is on how organizations are structured and how they function, with a particular focus on the influence of internal and external factors of organizational and individual productivity and effectiveness. 3 credits.

OLCC 414 Team Building

Team-based organizations have been created to supplement the traditional, often rigid hierarchical structure within organizations to enhance leader effectiveness. Teams offer a more cooperative, collective philosophy. They outperform individuals; create more diverse, stimulating challenges; boost morale; and yield new skills for employees. This class will help students learn how to develop and participate in teams. Topics may include team development, conflict resolution, communication, decision-making, and reward systems. 3 credits.

OLCC 425 Leadership in Diverse and Multicultural Organizations

In today's workplace, leaders must possess cultural intelligence in order to work with people with different values and beliefs. Society's demographics—including the make-up of the workforce—are changing rapidly, requiring leaders to gain new skills and knowledge to maintain an ideology of change and adaptation. To be competent in global cultures is no longer the norm; leaders must cultivate their competence in managing in diverse and multicultural organizations. 1.5 credits.

OLCC 430 Human Resources

HR managers must be competent in selecting the right candidate for each job opportunity, monitoring the performance and improvement of each employee, developing the KSA's of employees to close performance gaps or to prepare them for job/career movement, manage work and tasks such that employees are motivated in their job role, and providing consistent and continuous performance feedback to employees. A competent HRM professional should be able to successfully recruit and hire, process a hiring decision based on 'right fit' principles, assess performance objectively and plan and execute development programs for their employees, that help them close KSA gaps and/or prepare for future roles. 1.5 credits.

OLCC 440 Organizational Control

Organizational control is an important part of management. As you already know, planning, leading, organizing, and controlling are the four main functions of management; therefore, the manager must be aware of how to utilize control methods to ensure the objectives of the organization are met. This competency will discuss organizational control from three perspectives: output control, behavior control, and clan control. 1.5 credits.

OLCC 445 Operations Control

Demonstrate successful operational controls analysis in managing to realistic efficiency benchmarks and goals. Upon completion of this competency, students will be able to analyze and discuss three operational tools/methods that are employed to achieve successful operating outcomes in complex scenarios. 1.5 credits.

OLCC 501 Data-Driven Decision Making and Planning

Introduction to graduate research and writing. This course provides students with an overview of the critical role of research and evaluation in identifying and solving management problems and in improving organizational performance. The course examines the fundamental principles of research and scholarly writing. The primary focus is on the practical application of research methods to improve organizational programs, policies, and performance. 3 credits.

OLCC 600 Foundations of Organizational Leadership

Prerequisite or Corequisite OLCC 501.

Review of contemporary issues and perspectives on organizational leadership including multi-disciplinary perspectives and classic theory (trait, behavioral, and contingency models). Topics include servant leadership, ethics, diversity, followership, the distinction between leadership and management, vision, leadership practice, and strategies. Emphasis on application of theoretical concepts to actual and diverse organizational situations, culminating in the articulation of a personal philosophy of leadership. 3 credits.

OLCC 601 Ethical Leadership and Decision-Making

This course is an exploration of ethical decision making for self and organizations (personal/leadership). A variety of ethical issues that you may face in groups, teams, organizations, and in life, in general, are examined. You will review ethical theories, decision-making models, policy, governance, and values. You will learn about practices that help encourage ethical behavior and decision making. 3 credits.

OLCC 613 Organizational Theory and Behavior

Students use theories of individual, group, and organizational behavior to analyze organizational problems and improve organizational performance. Students gain experience applying theories and factors that influence behavior to organizational situations using a step-by-step decision-making process. 3 credits.

OLCC 614 Team Leadership and Collaboration

This course focuses on leadership skills needed to develop and promote effective teamwork. Teams can be complex and challenging to lead and change processes difficult to implement. Topics include assessing and improving team performance; managing the internal dynamics of teams (team decision making, diversity, conflict, and creativity); and leading the team within the larger organization. 3 credits.

OLCC 615 Change Management

This course examines the nature and complexities of organizational change focusing on strategies to successfully plan and lead change initiatives that enhance organizational effectiveness with new processes, products, or systems. Students explore the human side of change, including "resistance" to change; and study organizational concepts, principles, theories and models. The application of theoretical concepts to actual organizational situations is emphasized. 3 credits.

OLCC 632 Leadership and Innovation

In this class, students will learn how to bring additional value to the local and global marketplace by reflecting on and cultivating their creativity and innovation skills. Students will bring intent, research, and analysis to their creative thinking skills to create opportunities as well as mitigate risks. As a result, students will leverage their problem solving and collaboration skills and apply that new knowledge across an array of industries, and stakeholders, to include customers and suppliers. 3 credits.

OLCC 641 Leadership in Military Communication

This course of study focuses on foundation and application principles of various forms of communication necessary for military leaders in field and garrison environments. Writing, listening and speaking, to include presentation skills, are the communication cornerstones in this course. (Designed for transfer of military coursework only.) 3 credits.

OLCC 643 Military Operations Leadership

Students study and apply military operations principles and theory. Primary emphasis is placed on standard operational procedures for planning, conduct, and evaluation of military operations in a variety of military scenarios. (Designed for transfer of military coursework only.) 3 credits.

OLCC 654 Inclusive Leadership

This course provides an overview of the challenges and solutions to creating inclusive cultures and work environments. Students will learn about the critical issues involved in framing, designing, and implementing inclusion initiatives in organizations. They will also explore approaches to developing competencies for inclusion. The course is designed to prepare students to identify opportunities for diversity, equity, and inclusion, and use inclusion strategies to improve employee engagement and business results. 3 credits.

OLCC 681 Organizational Leadership Capstone

Prerequisites: OLCC 600, 601, 613, and 615.

This capstone course provides students with the opportunity to showcase their understanding of the core concepts and theories of the program by developing an integrative application project. This course aims to enhance students' ability to synthesize and merge the knowledge gained throughout the program, allowing them to apply it to practical organizational scenarios. 3 credits.