

LDR - ORGANIZATIONAL LEADERSHIP

LDR 6000 Foundations in Graduate School (0 Units)

Students earning a Masters in Organizational Leadership must complete required modules in preparation for the graduate program.

Credit/No Credit.

LDR 6010 Organizational Behavior (3 Units)

This course addresses organizational behavior and how it is impacted by values, diversity, and technology. Students examine the process through which managers learn to apply concepts from the behavioral sciences to observe, understand, and influence behavior in the workplace. Concepts such as motivation, leadership and application of techniques for individual and organizational growth and decision-making in a global environment are discussed.

Letter grade.

LDR 6025 Applied Data Analysis and Visualization (3 Units)

This course explores methods of applied data analysis, including capturing, identifying and analyzing data to inform decision making. Topics include an overview of statistical concepts, guidelines for effective data analysis, data visualization principles, and presenting and evaluating alternative solutions. Emphasis will be placed on designing and creating data visualizations to communicate with various stakeholders.

Letter grade.

Prerequisite(s): Excel Module

LDR 6035 Global Business and Leadership (3 Units)

This course examines the challenges and opportunities in global business and leadership. Through case studies and experiential learning, this course will explore how countries differ in culture, ethics, and business practices, and review the economic, political, legal, and social framework in which global business operates. Other topics include the study of the global monetary system and the climate for foreign investment, and the examination of the strategies and structures of global business and leadership.

Letter grade.

Also offered as BUS 6035.

LDR 6036 International Trip (3 Units)

In this course, students will travel abroad and have the opportunity to experience first-hand international business and leadership practices. Students will prepare for the experience by studying the culture and organizations on the itinerary. This experiential learning opportunity will allow students to build an international network, explore unique cultures, develop an appreciation for diversity, and experience the impact of a global perspective. Please be advised that this course is subject to a minimum number of enrollments required for it to be offered. In the event that the minimum enrollment is not met, the course may be canceled. Additionally, participants should be aware that there may be additional out-of-pocket expenses associated with travel or other off-site activities related to this course. These expenses are not included in the regular tuition fees and will be the responsibility of the individual participants.

Letter grade.

Also offered as BUS 6036.

LDR 6041 Leadership Capstone (1 Unit)

This course helps students create a portfolio that presents the findings of their Lines of Inquiry (LOI), which are students' personal research interests in the field of organizational leadership developed in the first course in the program. The portfolio will be an accumulation of coursework, complemented by current research in the field, and made presentation-ready for future professional use.

Letter grade.

LDR 6045 Leadership Theory and Application (3 Units)

This course explores the development of a theoretical basis of the intrinsic and extrinsic motivations for exceptional performance. Students analyze the ways leadership and culture shape an organization's environment and history. Different leadership styles, personal leadership effectiveness, and both historical and contemporary leadership literature will be examined. In addition, students will utilize leadership instruments to assess their own leadership styles and competencies.

Letter grade.

LDR 6049 Leading with Ethics, Integrity, and Purpose (3 Units)

This course explores the theories of ethics and provides frameworks for ethical decision-making that incorporate stakeholder perspectives. Students will be provided with a comprehensive understanding of the ethical principles that underpin successful leadership and decision-making in organizations. This course goes beyond traditional ethical considerations and delves into the importance of integrity, serving others, and finding one's purpose in the pursuit of ethical organizational practices.

Letter grade.

Also offered as BUS 6049.

LDR 6060 Managing in a Changing Environment (3 Units)

This course explores how high performance in organizations is related to the ability to adapt to changing internal and external needs, and the impact of values upon the success of the organization. Students will examine the environmental, structural, and human dynamics of organizational change, including factors bearing on organizational rigidity or flexibility. The role of leaders in implementing collaborative change processes is stressed along with a study of strategies for involving others in the design and execution of change projects in a technologically and culturally changing world.

Letter grade.

LDR 6061 Negotiation and Conflict Resolution (3 Units)

This course explores the art and science of negotiation and conflict resolution as essential strategies and skills for making decisions, managing conflict, and creating value. Topics include interpersonal and intra-group conflict, problem-solving techniques, integrative and distributive negotiation approaches, non-verbal communication, and cross-cultural negotiations. In addition, the course will incorporate simulated scenarios and facilitation roleplays designed to build effective negotiators and conflict-competent leaders. The course will highlight the importance of ethics and trust for collaboration and teamwork.

Letter grade.

Also offered as BUS 6061.

LDR 6062 Diversity and Cultural Dynamics (3 Units)

This course examines theory, policy and practice of managing diversity and cultural dynamics within organizations. Topics include intercultural communication, inclusiveness, equity, and dimensions of diversity and culture. Emphasis is placed on cultural values and beliefs in a complex and dynamic work environment.

Letter grade.

Also offered as BUS 6062.

LDR 6063 Team Leadership and Collaboration (3 Units)

This course focuses on the formation and development of teams in diverse organizations through effective leadership and the utilization of team building to achieve organizational effectiveness. Topics include team communication styles, stages of team development, functions of groups, trust and cohesion, team dynamics, and creativity and innovation. In addition, virtual teams and the impact of technology on leading teams is considered.

Letter grade.

LDR 6064 Organizational Communication (3 Units)

This course examines the function of communication within the context of complex organizations and multiple audiences. Topics include various approaches to communication including classical, human relations and systems. The importance of understanding organizational values and frameworks as foundations for organizational communication are discussed. In addition, socialization, decision making, conflict management and organizational change processes are addressed. Consideration is given to the use of information and technology and the changing landscapes of organizations as it relates to organizational communication.

Letter grade.

Also offered as BUS 6064.

LDR 6067 Agile Project Management (3 Units)

This course examines the concepts and applied techniques for cost-effective management of projects using agile project management frameworks. Key topics of focus include developing a project plan and scheduling resources, product backlogs, and integration of the Scrum Framework. This course also examines the current philosophies of leadership as applied to agile project management and identifies various styles of communication and conflict resolutions essential to project team learning. Through case studies and various exercises, the student will develop enhanced leadership, communication, conflict management, and negotiation skills essential to agile project management as Product Owner and Scrum Master.

Letter grade.

Also offered as BUS 6067.

LDR 6068 Project Management Risk, Cost, and Program Analysis (3 Units)

This course presents the art and science of project risk as well as continuity management and cost management. Managing the risk of a project as it relates to a three-part systematic process of identifying, analyzing, and responding is examined through case studies. Students learn the process of cost management, early cost estimation, detailed cost estimation, and cost control using the earned value method.

Students study the issues of project procurement management and the different types of contracts. Students will understand the PMI® program management processes and use tools that automate and enforce processes for managing scope changes, risk, quality, issues, schedules, resources, releases, and costs.

Letter grade.

LDR 6090 Special Topics in Organizational Leadership (1-3 Units)

Study in a special topic under the direction of a faculty member.

May be repeated up to a total of six (6) units.

Prerequisite(s): Consent of Program Director or Dean.

LDR 6093 Organizational Leadership Capstone (3 Units)

In this capstone course, students will reflect on their knowledge and experience from the program, and select a research topic in organizational leadership. Students will then synthesize and apply their knowledge and experience toward a specific organizational issue.

Letter grade.

Prerequisite(s): Successful completion of 18 units in the MAOL program.

LDR 6099 MAOL Comprehensive Exit Exam (0 Units)

This course is required for all students to meet the graduation requirements for the Master of Arts in Organizational Leadership program in the Fermanian School of Business. The course consists of a comprehensive exam assessing knowledge in leadership disciplines. Students must pass the exam in order to graduate. Students who do not pass the exam will be required to complete a comprehensive project under the supervision of the Dean of the Fermanian School of Business (or the Dean's designee).

Credit/No Credit.

LDR 6111 Managing Personnel, Facilities, and Events in Sports (3 Units)

This course will prepare sport professionals to plan athletic and fitness events, manage the personnel and facilities associated with these events and facilities, and design effective fitness and exercise programming. Students will be exposed to industry leading sport and fitness facilities and trends throughout the southern California region through periodical visits to these facilities. Contemporary issues in entrepreneurship in the sport and fitness industries will be addressed.

Letter grade.

Also offered as KIN 6011.

LDR 6120 Marketing, Promotion, and Public Relations in Sports (3 Units)

Students will explore and develop promotional and marketing strategies involved in the spectrum of the sport and fitness industries. Students will be equipped for the high school, collegiate and professional sport settings as well as personal, group, and comprehensive fitness facilities that promote a holistic approach to wellness.

Letter grade.

Also offered as KIN 6020.

LDR 6130 Leadership in Sports (3 Units)

Both historical and contemporary aspects of leadership theory will be applied to various aspects of the sport industry, including post-secondary education, athletics administration, and the rapidly-growing business of sport.

Letter grade.

Also offered as KIN 6030.

LDR 6140 Finance and Economics of Sports (3 Units)

This course will provide students with an introduction and relevant application of the economic principles that influence athletic, sport and fitness organizations. Students will discuss and implement budgeting, financial statements, economic impact analysis and other related topics.

Letter grade.

Also offered as KIN 6040.