LDR - ORGANIZATIONAL LEADERSHIP

LDR 6006 Human Resources Issues (4 Units)
This course provides an overview of the strategic importance of effective human resource management within organizations. Key functions such as Human Resources planning, job analysis, recruitment, selection, training/development, performance appraisal, compensation, and labor relations are examined. Students will acquire a greater understanding of leadership within Human Resources practice and organizational culture.

LDR 6007 Fiscal Leadership (4 Units)
This course will prepare students to understand the foundations of finance and the basis for fiscal leadership. Students will acquire knowledge of the allocation and distribution of resources as well as ongoing knowledge of the financial impact of the local, regional, and national economies. Additionally, students will develop concrete skills in financial management, analysis, reporting, and communication from a leadership perspective.

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.

LDR 6017 Applied Ethics (1 Unit)
This course explores the theories of ethics and a process of ethical decision making in order to develop a stakeholder approach to leading organizations. Students will be challenged to consider personal ethical standards (goals, norms, beliefs, and values) and to create a framework for evaluating ethical choices, resulting in the ability to develop, articulate, and implement a compelling moral decision.

LDR 6018 Legal Implications of Organizations (1 Unit)
This course investigates the key aspects of law relevant to leaders and managers of organizations. Topics include contracts, strict and product liability, organizational structures, alternative dispute resolution, and human resource law. Case studies and case law will be used to understand and apply legal concepts.

LDR 6019 Corporate Social Responsibility (1 Unit)
This course explores how organizations can recognize long-term value by integrating social responsibility into their core strategy. Students will learn how to lead corporate social responsibility efforts within organizations and become effective change agents for positive social impact.

LDR 6020 Practice of Leadership (4 Units)
This course provides students with an understanding of core behavioral patterns for effective leadership. Students will learn how to utilize the knowledge of leadership theories and models for practical application in various situations within organizations. Additionally, students will explore the concept of change and how to implement change strategies within organizations.

LDR 6021 Strategic Leadership (4 Units)
This course surveys models and best practices for organizational strategic planning, including leaders' roles in the planning process and in implementing the plan at various operational levels. Various methods for analyzing and solving problems, as well as decision-making strategies, are examined for utilization as change in an organization's operations becomes necessary. Students will discern which models, theories, and practices align with an organization's principles and values.

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.

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.

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.

LDR 6048I Leading with Integrity (1 Unit)
This course examines leaders from diverse backgrounds as models for students to develop their ability to lead with integrity. Students will be challenged to integrate their academic knowledge, core values, and experiences as it relates to leadership. An emphasis is placed on how leaders maintain their moral character in the face of challenges.

LDR 6048P Leading with Purpose (1 Unit)
This course includes an opportunity for students to craft a personal leadership development plan. Students will be challenged to integrate their academic knowledge, core values, and experience as it relates to leadership. An emphasis is placed on how putting one's purpose to work enriches the life of a leader and positively impacts those within the organization one leads.

LDR 6048S Leading with Service (1 Unit)
This course examines leaders from diverse backgrounds as models for students to develop their own approach to leading with service. Students will be challenged to integrate their academic knowledge, core values, and experiences as it relates to leadership. An emphasis is placed on how leaders create a strong community through service. Students will have the opportunity to participate in a service project.

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.

LDR 6061 Negotiation and Conflict Resolution (3 Units)
This course explores the art and science of negotiation and conflict resolution as important strategies and skills for making decisions, managing conflict and creating value. Topics include persuasion, interpersonal and intra-group resolution, overcoming bias, problem-solving techniques, levels of conflict, non-verbal communication and cross-cultural negotiations. In addition, the course will incorporate simulated negotiations and will highlight the importance of leadership, ethics and trust.

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.
Prerequisite(s): LDR 6045

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.
Prerequisite(s): LDR 6045

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. 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.
Prerequisite(s): LDR 6045

LDR 6067 Project Management and Communication (3 Units)
This course examines the concepts and applied techniques for cost-effective management of projects. Key topics of focus include developing a project plan and scheduling resources, work breakdown structures, and project networks. This course also examines the current philosophies of leadership as applied to project management and identifies various styles of communication and conflict resolutions essential to project team leadership. Through case studies and various exercises, the student will develop enhanced leadership, communication, conflict management, and negotiation skills essential to project management.

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.

LDR 6072 Developing an Entrepreneurial Mindset (3 Units)
This course presents a framework of the entrepreneurship process and key components, including: the entrepreneur, environment, resources, concept, and organizational context. The course explores the practical application of the development and presentation of concepts. Topics also include opportunity recognition, innovation, leveraging resources, market analysis, capitalization and start-up strategies. Students will engage in the local entrepreneurial eco-system and apply the entrepreneurial mindset to both corporate and start-up environments.

LDR 6078 Applied Innovation (3 Units)
This course provides an advanced theoretical foundation and a set of practical tools applicable to fast changing and innovative environments. The course explores innovation challenges from start to finish and provides an in-depth understanding of the key tenets of design thinking and how to incorporate them into the workplace. Students will be constantly challenged with innovation and entrepreneurial experiences, while learning how to navigate in changing environments. A variety of learning tools will be used, including simulations, games and role-playing.

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 6092 Organizational Leadership Capstone (1 Unit)
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.
Prerequisite(s): LDR 6010, LDR 6060
Pre or Corequisite(s): LDR 6062, LDR 6063, LDR 6064