

# ORGANIZATIONAL LEADERSHIP

MASTER OF ARTS  
PROGRAM (33 CREDITS)

The Organizational Leadership master's degree will help students become more effective servant leaders in their field by providing a framework for understanding organizational systems and for developing system-wide strategies. Taught from a Christian worldview, the curriculum and cohort experience equips students with leadership principles and practices that will serve them in their current employment and maximize their future career potential.

## PROGRAM REQUIREMENTS

MOL	500	The Effective Organization	3 cr
MOL	501	Foundations in Leadership	3 cr
MOL	505	Human Resource Leadership	3 cr
MOL	511	Leadership/Ethics Branding Project (Guided Individual Project)	1 cr
MOL	515	Information and Knowledge Leadership	3 cr
MOL	512	Organizational Analysis Project (Guided Individual Project)	1 cr
MOL	620	Communications, Marketing and Community Relation	3 cr
MOL	625	Finance for the Non-Financial Manager	3 cr
MOL	630	Strategic Leadership 1: Introduction	3 cr
MOL	640	Critical Issues for Leading People	3 cr
MOL	611	Systems Development Project (Guided Individual Project)	1 cr
MOL	635	Strategic Leadership 2: Organizational Design and Development	3 cr
MOL	690	Capstone Paper - Organizational Analysis, Self- Reflection, Where do I go from here?	3 cr

**TOTAL**

**33 CREDITS**

## PROGRAM STUDENT LEARNING OUTCOMES

After completing the Masters in Organizational Leadership students will:

1. Communicate in writing and through presentations, academic research that addresses critical issues of personal and organizational leadership.
2. Utilize information technologies in the design and leadership of organizations, to assist with current and future decision making and strategic thinking.
3. Define, articulate and embrace a personal philosophy of servanthood, integrity, ethics, and leadership that is grounded in a Judeo-Christian worldview and values system.
4. Analyze their own leadership style and develop steps in which to more effectively work as a team, and thereby manage organizational behavior and change.
5. Assess various leadership models being used within organizations and the impact those models have on the development of the organization.
6. Demonstrate leadership knowledge, capabilities, and characteristics to positively impact the church or marketplace.
7. Gain understanding in strategic analysis and implementation as it relates to leading organizations and culturally diverse teams.

## COURSE DESCRIPTIONS

### MOL 500 The Effective Organization

**3 credits**

This course focuses on understanding organizational dynamics as the context in which 21st century Christian leaders mobilize their people and other resources to achieve desired ministry/business results. Students will examine personal, interpersonal, and organizational effectiveness through the "frames" of biblical principles and values, organizational structure/governance, culture, politics, people and technology. Considering relationships as "patterns of communication," students will increase their awareness of their own and others' communication styles and patterns influencing and being influenced within the organizational context.

### MOL 501 Foundations in Leadership

**3 credits**

This course will provide an overview of leadership theories and examine leadership from three perspectives: the personal side of leadership, leading others, and leading organizations. Particular attention will be given to personal leadership development strategies, servant leadership, and leading with a biblical worldview.

### MOL 505 Human Resource Leadership

**3 credits**

This course examines the organizational human resource function and contemporary techniques for managing human resources, giving particular attention to the manager/leader as strategic partner, employee champion, administrative expert, and change agent. Case Studies will be utilized to discuss such topics as discrimination, diversity, gender issues, generational differences, and maximizing the potential of employees.

**MOL 511 Leadership/Ethics Branding Project**  
**(Guided Individual Project) 1 credits**

**MOL 515 - Information and Knowledge Leadership**

This course examines the development and use of systems for information and knowledge management for individuals, teams and enterprises. The transformative process of gathering and analyzing data to provide information which contributes to the knowledge necessary for decision support (non-financial) will be emphasized. Business analytics and tools will be reviewed including assessment methods, measurements, statistical analysis, data mining techniques, visual presentation, and critical thinking techniques for decision making. The process as well as tools will be applied to the support of daily operations within organizations and the measurement and analysis of organizational performance. Additionally, the governance of data, information, and knowledge including security will be discussed.

**MOL 512 Organizational Analysis Project**  
**(Guided Individual Project) 1 credits**

Requires a diagnostic and data-based approach to conducting an applied research project within an existing organization. Students analyze an organization's current state and recommend strategies for change

**MOL 620 Communications, Marketing**  
**and Community Relations 3 credits**

This course discusses the role of public relations in customer relations, stakeholder communications, and business development. Two key areas receive special focus: 1) Emphasis on an integrated approach with other marketing tools and the importance of ethics and integrity in public communication about the organization and its products and services, and 2) Exploration of concepts that are essential and adaptable to organizations of any size or type, including nonprofits, government, small businesses, and corporations.

**MOL 625 Finance for the Non-Financial Manager 3 credits**

This course examines the requirements of an effective financial accounting and reporting system and the interpretation of financial reports for proprietary, non-profit, and governmental organizations. Explores decision processes and models for evaluating finance-related options, investing and managing cash, managing and preventing risk, and allocating financial, human, and capital resources. Explores the use of focus groups decision matrices, control charts, and other tools to investigate problems, analyze data and information, and identify potential solutions.

**MOL 630 Strategic Leadership 1: Introduction 3 credits**

This course explores strategic vision and direction. The importance of achieving a fit between the internal and external environment for organizational survival and success is a central issue. The strategic concepts of competitive advantage, strategy formulation and implementation, power and influence, organizational change, and leadership will be addressed. The course examines mission, vision, values, long-and-short-range goals and objectives, and various kinds of strategies and controls used to develop the organization's direction and sustain its performance.

**MOL 640 Critical Issues for Leading People 3 credits**

This course is based on the idea that people are at the center of God's heart and are the most valuable resource in any organization. Students will hone their ability to balance efficient organizations with intentional, people-focused management. Critical issues covered will include servant leadership, ethical management, employee development, teams, succession planning, board dynamics, and organizational culture.

**MOL 611 Systems Development Project**  
**(Guided Individual Project) 1 credits**

**MOL 635 Strategic Leadership 2: Organizational Design**  
**and Development 3 credits**

This course explores the primary roles of managers and leaders within the context of organizational environments, including economic, technological, political, and social. Organizational design will also be studied in the context of globalization and organizational life cycles and their impact on organizational culture and how it will lead to the facilitation of change.

**MOL 690 Capstone Paper - Organizational Analysis,**  
**Self-Reflection, Where do I go from here? 3 credits**