



MASTER OF ARTS IN ORGANIZATIONAL LEADERSHIP

OVERVIEW:

The program's curriculum consists of 10 courses. There are no prerequisites for students with an undergraduate degree.

The M.A. in Organizational Leadership, taught from a Christian worldview, is designed to equip students to lead and manage top-level teams effectively. It is ideal for people in both for-profit and non-profit organizations, including churches.

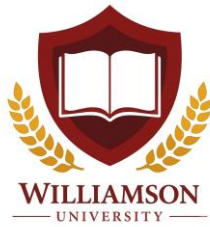
The M.A. in OL program is ideal for aspiring leaders, equipping them with the knowledge and skills they need to lead in any organization. Students in this program will focus on topics such as understanding organizational processes, building strong & effective teams, organizing and leading groups, managing conflicts, and leading organizational change.

DESCRIPTION:

A leader needs the knowledge and skills of organizational leadership regardless of the work context. Whether the leader is or hopes to be in the corporate arena or is serving in vocational ministry, effective leadership will depend on character and ethics, but also on the ability to blend aspects of organizational culture, teambuilding, strategic thinking, conflict resolution, problem-solving, working and thinking at all organizational levels, and understanding how to advance the organization through change. With a stellar array of professors who have lived and succeeded in this field, this program is designed to strengthen you for what lies ahead.

The program has several distinctives. Most importantly, it has a serious focus on ethics. In addition to each course being taught on a biblical and ethical foundation, we have placed an ethics course early in the curriculum. One will also notice powerful opportunities for access to senior leaders at various levels. Context seminars will expose students to leadership challenges and insights at the local/state, national, and international levels, respectively. In each seminar, distinguished guest lecturers will meet with students in candid, non-attribution settings that will prove enlightening. In both seminar and social settings, students will have unique opportunities to ask questions and participate in discussions.

The program includes a capstone project that will be developed as the student progresses through the coursework. The purpose of the capstone is to synthesize elements of learning from the program and apply them to a future setting. This project should pertain to the student's work setting or anticipated employment and focus on a proposal to solve a problem or advance an idea. Those anticipating entrepreneurial endeavors may shape their capstone project around their vision.



There are many keys to successful leadership, but arguably vision is one of the most important. To see ahead, one must know how things work, be able to anticipate events, and have a repertoire of smart options from which to choose.

CURRICULUM:

- OL 500—Critical Thinking (3)
- OL 501—Biblical Principles for Global Leadership (3)
- OL 510—Ethical Leadership in Public Life (3)
- OL 530—Organizational Culture (3)
- OL 540—Leading through Change in a Corporate Context (3)
- OL 560—Organizational Communication & Conflict Management (3)
- OL 565—Business Risk Management (3)
- OL 570—Financial Statement Analysis (3)
- OL 575—Strategic Planning (3)
- OL 599—Capstone Project (3)

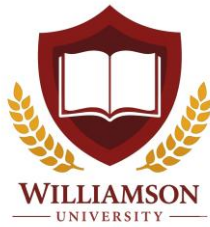
Program Total: 30 semester credit hours

PROGRAM OBJECTIVES:

1. Demonstrate an ability to think and lead biblically, analytically, and managerially in addressing organizational situations.
2. Explain various types and aspects of organizational culture and how they function holistically.
3. Create and advance vision and planning to include articulating a clear mission statement, organizational values, goals and objectives, and the ability to build consensus to inaugurate and implement the plan.
4. Articulate how and why conflict occurs in an organization, and how the leader should view the opportunities as well as threats in such situations.
5. Synthesize unique aspects of leadership at all organizational levels.
6. Incorporate biblical and ethical foundations for all aspects of leadership.
7. Justify the necessity of a leader's spiritual life.

DEGREE:

The program consists of 30 semester credit hours. Graduate students must also maintain a cumulative grade point average (GPA) of 3.0 for MAOL courses being earned toward the degree. The program must be completed within sixty months from the cohort start date. The program must be repeated if coursework is not completed within the (60) sixty-month time frame.



COURSES:

OL 500 Critical Thinking (3)

This course is designed to provide a framework for gathering and evaluating the challenges leaders face globally. The need for distinguishing between fact and fiction; sound principles and external biases while developing solid strategies for addressing local, national and global issues has never been greater. Students will be challenged to assess their basis for analyzing information that comes to them and understand the biases of various sources of information in their analysis. They will develop an organized, systematic approach for critically filtering the bombardment of data coming to them as they lead their respective organizations.

OL 501 Biblical Principles for Global Leadership (3)

This course is an examination and analysis of the qualities and practices of the effective Christian leader, particularly across cultural boundaries. This study will be based on principles in Scripture and related literature, with attention to devising a personal philosophy of intercultural leadership.

OL 510 Ethical Leadership In Public Life (3)

This course is a survey of the development of ethical thought, both ancient and modern. Various ethical systems and their proponents, including alternative Christian perspectives, will be covered along with a discussion of contemporary ethical problems.

OL 530 Organizational Culture (3)

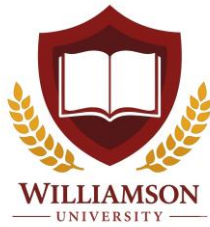
This course builds critical skills and competencies that enable leaders to achieve the mission and vision of their organizations and is designed to help leaders understand why organizational culture matters and how to create, discover, and transform their organizational culture. Topics include interpersonal group behavior, complex organizational behavior, leadership styles, the contribution of communications, and the integrative role of management in organizations.

OL 540 Leading Through Change (3)

This course is an examination of change and its relationship to conflict within an organization. This course will focus on enabling leaders to understand, anticipate, and direct change as well as how to handle criticism in their organizations.

OL 560 Organizational Communication & Conflict Management (3)

This course develops the leader's ability to create and effectively communicate a strategic vision within an organization and understand an individual's impact on others. Students learn to identify and improve self-awareness of communication styles and abilities, and to engage, influence, and motivate employees. Topics will include creating a unified organizational climate and culture, managing conflict, understanding team dynamics, and building strong and enduring teams.



OL 565 Business Risk Management (3)

This course is designed to explore the various risks that businesses face on a daily basis. Dealing with BR from a biblical basis can be challenging for those who don't have a solid foundation; hence the biblical basis for evaluating BR will be emphasized. Among the topics explored and studied are insurance (warranties and indemnifications), corporate finance and integrating risk management, managing the tension between risk and innovation, and investing in the business.

OL 570 Financial Statement Analysis (3)

"Finance is the language of business, the lifeblood of the economy, and an increasingly dominant force in capitalism." Mihir A. Desai, Mizuho Financial Group Professor, Harvard Business School.

Good decision making, especially in complex matters, require business leaders to review, analyze, and understand both qualitative and quantitative impacts on an organization. This course will equip the student with tools to understand, analyze, and interpret company financial data and the related implications for the organization. Key topics for the course include financial statement analysis, operational analysis, budgeting, forecasting, capital structures, and investment analysis.

OL 575 Strategic Planning (3)

"Strategy is about setting yourself apart from the competition. It's not a matter of being better at what you do – it's a matter of being different at what you do." Michael Porter, Bishop William Lawrence University Professor at Harvard Business School. This course will equip the student with the core concepts, analytical tools, and language, essential to crafting, implementing, and executing business strategies in today's competitive business environment. The curriculum provides a blend of well-settled management principles in business strategy with recent research findings and contributions to the scholarly literature on the topic. Class discussions will revolve around the case studies of real-world companies led by active practitioners in the field.

OL 599 Capstone Project (3)

This is a leadership project, selected by the student, which will pertain to a particular opportunity or problem in their organization or ministry. The purpose of the Capstone is to help the student apply the elements of organizational leadership which the student acquired in the program. The development of this project will be conducted throughout the program and will be guided by a professor in the program.