

# APPLIED ORGANIZATIONAL LEADERSHIP (LEAD)

## LEAD 10000 INTRODUCTION TO ORGANIZATIONAL LEADERSHIP 3 Credit Hours

Course introduces key leadership concepts and practices based on a broad view of the practice of leadership in multiple types of organizations, including social service agencies, non-profit organizations, government units and small businesses. It provides a basic understanding of organizational leadership that is designed to guide students to discover the knowledge and skills that are characteristic of effective leaders. Leadership will be distinguished from the concept of management. Includes a basic examination of leadership theories and models as applied to different categories of organizations, cross-cultural leadership, ethics, power, leadership development, dyadic relations and contextual variation in traits of leaders.

**Prerequisite:** None.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

## LEAD 20152 COMPARATIVE ORGANIZATIONAL ETHICS AND LEADERSHIP PRACTICE 3 Credit Hours

Course examines differences in ethical standards and approaches in the workplaces, including social service agencies, non-profit organizations, government units and small businesses. It is focused on the role organizational leaders play in fostering ethical behavior appropriate to the organization via different forms of cultural development. Students utilize contemporary case-studies and explore existing frameworks from organizations such as hospitals, educational entities and family-owned small businesses to study ethical dealings and moral leadership from an applied leadership perspective.

**Prerequisite:** None.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

## LEAD 32016 EMOTIONAL INTELLIGENCE AND LEADERSHIP ACROSS ORGANIZATIONS 3 Credit Hours

Course explores the essentials of emotional intelligence in relation to the human condition and the practical effects of understanding emotional intelligence for effective leadership across different types of organizations, including social service agencies, non-profit organizations, government units and small businesses. Students engage in thoughtful self-assessment and self-reflection, while seeking to identify their strengths as well as their opportunities for personal growth and expanded emotional intelligence. The focus is on the application of emotional intelligence essentials to different types of organizations, and how that awareness can impact the leadership process for positive culture within varying organizations.

**Prerequisite:** None.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

## LEAD 40099 ORGANIZATIONAL LEADERSHIP CAPSTONE (ELR) 3 Credit Hours

(Repeatable for Credit) This capstone course synthesizes leadership theory, organizational analysis and practical application to prepare students for advanced roles in leadership and management. Students examine complex organizational challenges through four leadership lenses: structural, human resource, political and symbolic. Emphasis is placed on critical thinking, systems perspective, reflective practice and evidence-based decision-making. Students demonstrate mastery of leadership competencies through applied analysis, case studies, and a culminating leadership portfolio project that connects theory to professional practice.

**Pre/corequisite:** LEAD 44285.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**Attributes:** Experiential Learning Requirement

## LEAD 42012 ORGANIZATIONAL CARE AND SOCIAL RESPONSIBILITY 3 Credit Hours

Course examines the role of different kinds of organizations in improving community development through organizational responsibility. Topics include an overview of varying types of organizational responsibility, metrics and the involvement of stakeholders at the organizational, employee and community levels. Organizations considered include social service agencies, non-profit organizations, government units and small businesses. The course fosters the development of knowledge and explore real-world application of skills that enable professionals to serve and contribute to advancements of organizations as a part of the community, be it work, nonprofit, voluntary organization, church, city or state through ethical and sustainable decision-making.

**Prerequisite:** None.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

## LEAD 44285 LEADING THROUGH SYSTEMS THINKING AND EXPERIENTIAL INTELLIGENCE (WIC) 3 Credit Hours

Course integrates Peter Senge's systems thinking model and Soren Kaplan's concept of experiential intelligence to deepen students' understanding of adaptive leadership. This course explores the principles of systems thinking and the power of experiential intelligence (XQ) in building adaptive, innovative, and resilient organizations. Drawing from *The Fifth Discipline* and *Experiential Intelligence*, students critically examine how leaders foster learning cultures, recognize hidden mental models and leverage personal and collective experiences for transformational outcomes. Through reflective practice, case studies and project-based learning, students build the capacity to lead change in complex environments.

**Prerequisite:** LEAD 10000 and LEAD 20152.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**Attributes:** Writing Intensive Course