

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 - ALL TRACKS

MOL	500	Organizational Design and Effectiveness	3 cr
MOL	501	Foundations in Leadership	3 cr
MOL	502	Research Methods	3 cr
MOL	505	Human Resource Management	3 cr
MOL	506	Conflict Resolution and Negotiation	3 cr
MOL	620	Communications, Marketing and Community Relation	3 cr
MOL	625	Finance for the Executive Leader	3 cr

ADDITIONAL REQUIREMENTS BY TRACK

ORGANIZATIONAL LEADERSHIP TRACK

MOL	630	Strategic Planning and Organizational Change	3 cr
MOL	632	Team Building and Mentoring	3 cr
MOL	640	People and Talent Management	3 cr
MOL	690	Capstone Project	3 cr

CHURCH REVITALIZATION TRACK

MOL	631	Strategic Planning and Organizational Change	3 cr
MOL	650	Leading Change in Church Revitalization	3 cr
MOL	651	Discipleship and Equipping Ministry	3 cr
MOL	691	Church Revitalization Capstone Project	3 cr

TOTAL

33 CREDITS

COURSE DESCRIPTIONS

MOL 500 Organizational Design and Effectiveness 3 credits

This course focuses on understanding organizational dynamics Christian leaders use to mobilize their people and other resources to achieve desired ministry/business results. Students will examine organizational effectiveness focusing upon the important roles of organizational design, organizational change, and leadership communication.

PROGRAM STUDENT LEARNING OUTCOMES

After completing the Masters in Organizational Leadership students will:

1. Communicate in writing and through presentations and academic research that addresses critical issues of personal and organizational leadership.
2. Assess various leadership theories and models within organizations and explain the impact those theories and models have on the development of the organization.
3. Students will analyze their own leadership style and develop steps in which to more effectively work as a team, and thereby manage organizational behavior and change.
4. Define, articulate and embrace a personal philosophy of servanthood, integrity, ethics, and leadership that is grounded in a Judeo-Christian worldview and values system.
5. Students will demonstrate leadership knowledge, capabilities, and characteristics to positively impact the church or marketplace.

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 502 Research Methods 3 credits

This course examines the various research methods including quantitative, qualitative, and mixed methods. Students will be introduced to tools and resources such as the academic research journal database used to conduct research. Graduate writing techniques including the use of the APA writing style will also be addressed.

MOL 505 Human Resource Management 3 credit

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 506 Conflict Resolution and Negotiation 3 credits

This course examines the leader's role in resolving conflict as well as the negotiation skills required for organizational leaders as they relate to professional workplace settings. Students will learn negotiation skills for resolving conflict by examining research, theory and best practices.

MOL 515 Data Analytics 3 credits

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 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 Executive Leader 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 Planning and Organizational Change - Organizational Leadership Track 3 credits

This course explores the role of leadership in leading organizational change through strategic thinking and strategic planning. Vision, mission, values, organizational culture, are emphasized. Students will also learn the reasons for resistance to change and to successfully overcome them and navigate the organization through the process of change. Various kinds of strategies and controls used to develop the organization's direction to achieve success are also addressed.

MOL 631 Strategic Planning and Organizational Change - Church Revitalization Track 3 Credits

This course explores the role of leadership in leading organizational change through strategic thinking and strategic planning in the context of church revitalization. Vision, mission, values, organizational culture, are emphasized. Students will also learn the reasons for resistance to change and to successfully overcome them and navigate the organization through the process of change. Various kinds of strategies and controls used to develop the organization's direction to achieve success are also addressed.

MOL 632 Team Building and Mentoring 3 credits

This course examines the relationship between organizational leaders and followers in the context of teams and mentoring. Students will learn how to effectively lead and develop teams by using team development skills and team dynamics theories. Students will also learn the important role of leaders in mentoring individuals to become effective followers and leaders.

MOL 640 People and Talent Management 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 650 Leading Change in Church Revitalization 3 credits

This course focuses upon the important role of people in the church during the revitalization process. Topics addressed include people-focused leadership, team development and team dynamics, servant leadership, and the important role of leaders in mentoring individuals to become effective followers and leaders.

MOL 651 Discipleship and Equipping Ministry 3 credits

A biblical foundation for understanding Christian discipleship through both academic study and a community lab experience. Attention is given to both personal development and the discipleship of others.

MOL 690 Capstone Project 3 credits

This capstone course offers students the opportunity to think critically and practically about what they have learned in the program. Students will be guided through a process to develop a final project demonstrating a mastery of program content.

MOL 691 Church Revitalization Capstone Project 3 credits

This capstone course offers students an opportunity to think critically and reflectively about what they have learned in the program in the context of church revitalization. Utilizing online discussions, independent research materials, and peer and faculty feedback, students will be guided through a process to develop a final project demonstrating a mastery of program content.