

ORGANIZATIONAL LEADERSHIP (ORGL)

ORGL 506 | LEADERSHIP AND ORGANIZATIONAL THEORY | 4 quarter hours (Graduate)

Students will examine the role of leadership theory in practice and investigate a variety of traditional and contemporary leadership theories, including trait theory, skill theory, situational leadership theory, transformational theory and servant leadership. They will examine power and critically evaluate each of the theories' relevance in today's world. Students will also investigate the dark side of some of these concepts, including potential for abuse with narcissism and charismatic leadership, and the reality of burnout with servant leadership.

ORGL 508 | COMMUNICATION SKILLS AND STRATEGIES | 4 quarter hours (Graduate)

This course provides students with an opportunity to learn and practice a variety of techniques designed to further develop communication skills. Effective communicators know themselves from the inside (intrapersonal), interact well with others (interpersonal), and influence positive relations in groups. Students will apply theories and models relevant to their practice areas and will analyze their roles as effective communicators in teams, organizations, communities, and society focusing on speaking, listening, and writing more effectively. Students will also use their knowledge of EI principles as a foundation in their communication strategies. Communication, long considered a "soft skill," is now viewed as essential to career success. Using a variety of communication modes, students actively engaged in this course will emerge with a clearer and deeper sense of their own behavior, of relationship management, and of performance potential within diverse settings and the value clear communication can offer in these settings.

ORGL 511 | EVIDENCE BASED DECISION MAKING | 4 quarter hours (Graduate)

Is the information you rely on fake or trustworthy? Are you hoping to learn how to make more informed decisions using trusted techniques and data? We all know the importance of decision making for leaders, but often struggle with making decisions that are both rationale and wise. In this class, students will explore a variety of decision-making models and tips. They will also learn how to find, use and evaluate data and information from a variety of places, including organizational information, scientific data, publications, research and professional judgment. By the end of the course, students will have a toolkit of models, techniques and tips that will help them make decisions with greater confidence and success.

ORGL 512 | LEADING FOR SOCIAL CHANGE | 4 quarter hours (Graduate)

In this course we will examine theories and models for social change in relation to social action-oriented modes of leadership. Through case studies, we will explore past and present social change movements that have been enacted in community, educational, organizational, and business settings and consider the strengths and weaknesses of those movements and how approaches to change have been implemented. Using Chicago as a field site, students will deepen their understanding of real-world applications of social change leadership theories by studying current social change processes and interviewing leaders. Students will also chronicle the development of their identities as social change leaders and design an action plan that responds to an issue relevant to their professional or personal practice.

ORGL 514 | LEADERSHIP CHANGE AND POSITIVE ORGANIZATIONS | 4 quarter hours (Graduate)

This course examines leadership and change theories, with a particular emphasis on strength-based leadership and positive psychology. Students will examine a variety of leadership theories and discover how to craft meaningful change in our organizations. They will use appreciative inquiry, job crafting, storytelling and strength based leadership to enhance themselves and others. Students will learn about the theories and concepts and apply them to self and others in practical, real-world assignments that include development plans, training programs and papers. Students will share these projects with each other virtually. Students and the instructor will also meet synchronously online for 2-3 short sessions.

ORGL 518 | GENDER AND DIVERSITY IN LEADERSHIP | 4 quarter hours (Graduate)

Dimensions of cultural diversity and gender in the area of leadership theory and application is a critical area of on-going research and study for business, social, and political organizations. This graduate course explores the ways in which the complex aspects of diversity and gender shape leadership across multiple fields. Additionally, students will explore the ways in which diversity and gender impacts the lives of leaders and their organizations.