

# GOOD ETHICS IS GOOD BUSINESS

## Online Master of Arts in Organizational Leadership Ethics Concentration

### The Workplace can be a Better Place

The M.A. in Organizational Leadership with an Ethics concentration teaches working professionals how to guide organizations toward purposeful and responsible decisions in a diverse, globalized world. Students are led through a unique series of online courses that integrate personal mindfulness, professional awareness, and global consciousness for skillful leadership in any organizational context. By the end of this online organizational leadership master's degree program, students will develop concrete skills in collaboration, conflict resolution, ethical decision-making, and inspiring diverse teams towards common goals. As a graduate of this program, students will have the knowledge and skills to lead more effectively and courageously influence organizations in making ethical decisions that have a positive impact.

### A Flexible, Faster Timeline

The CLU MOL with a concentration in Ethics is an affordable 13-month program for full-time students. You'll apply what you've learned to your current employment and your job responsibilities can be incorporated into your academic assignments.



100%  
ONLINE  
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DESIGN



[claremontlincoln.edu](http://claremontlincoln.edu)

- Affordable
- Accessible
- Life-Changing
- World-Changing

### Your Experience Counts with Us

You could be closer to your degree than you realize. CLU works with you in a seamless process to assess past certificates, transfer credits, and even work experience that may apply to your program. Every situation is totally unique, so we take each on a case-by-case basis.



100% ONLINE



13 MO. PROGRAM\*



\$18,150 PROGRAM COST



ACCREDITATION

No GRE or GMAT Required

\*Program is designed for students to complete in 13-26 months dependent on full-time or part-time enrollment.

For more information, email [admission@claremontlincoln.edu](mailto:admission@claremontlincoln.edu)



# MOL ETHICS

The M.A. in Organizational Leadership focuses content on practical application of leadership knowledge and skills for those who seek to lead diverse organizations toward positive social change. Leaders in these fields face the challenge to navigate diversity, think critically, manage complexity, and meet strategic goals within a high ethical context. The M.A. in Organizational Leadership is a scholar-practitioner degree and gives learners the opportunity to apply their leadership skills in a dynamic context.

**Program Learning Objectives:** After completing the M.A. in Organizational Leadership students will be able to:

- Apply awareness of self and the multi-faceted perspectives of others to lead in local and global contexts to reach common goals.
- Assess the cause of conflict in organizational settings and apply strategies to resolve and leverage conflict in diverse environments.
- Lead ethically and responsibly in positions of power in a workplace, community, or organization.
- Demonstrate the interpersonal and engagement skills necessary for effective leaders to achieve innovative and collaborative resolution to community and organization issues.
- Articulate and apply the major theories and principles of leadership, conduct analysis and recommend appropriate change strategies.
- Research, design, develop, and implement a capstone project plan to affect positive change in an organization.

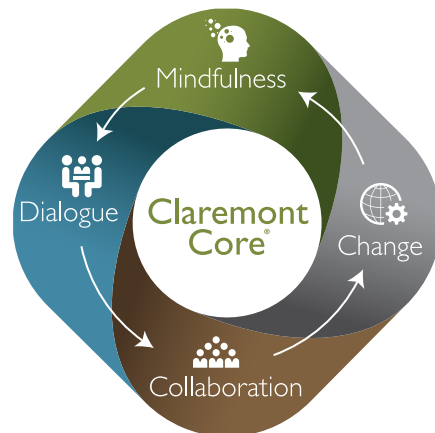
**Program Learning Objectives:** After completing the Master of Arts in Organizational Leadership with a Concentration in Ethics students will be able to:

- Articulate the major theories of ethical thinking and assess their implications in a contemporary, global context.
- Analyze the spaces on the continuum between the corruptive nature of power and social responsibility.
- Evaluate and resolve multiple ethical perspectives and their impact on organizational effectiveness.

## THE CLAREMONT CORE®

### Essential Leadership Skills

The Claremont Core® is our foundation for leadership empowerment and it's embedded in every program and everything we do.



### The CLU Difference

#### MINDFULNESS

Understanding the interconnected elements of the self to elevate leadership.

#### DIALOGUE

Active listening to empower genuine dialogue with others who are different from us.

#### COLLABORATION

Leveraging the intelligence of diverse stakeholders to find common purpose.

#### CHANGE

Adapt from Core process learnings to form a plan, enact and catalyze sustainable, meaningful change.

### The CLU Capstone

Based on the Claremont Core® and building on self-understanding, dialogue, facilitation, and collaboration skills, learners apply research and leadership knowledge to create a tangible, visible outcome of learning applied to the workplace.



# MOL ETHICS COURSES



## **MFI5300 Finance & Accounting for Managers (3 units)**

An overview of the financial accounting and reporting process for managers is the focus of this course. It is designed to facilitate understanding of the financial reporting process and forecasting for strategic thinking and informed decisions. Students will use various data analysis tools to make judgements about a firm's financial condition in an ever-changing business landscape. Key topics include the time value of money, cost and value, the fundamental relationship between risk and return, choosing investment projects that support firm strategy, alternative financing decisions, and sustainable business practices.

## **MPM5300 Project Management (3 units)**

This course covers the broad range of factors that the student needs to know to design, implement, and trouble-shoot high quality programs or projects. It details the phases of program development from design to evaluation and continuous quality improvement. Students will become familiar with several project management tools including GANTT charts, flowcharts, RACIS, and others. The course also provides students with various project documentation tools, both paper-based and electronic for team monitoring and communication. Case studies will augment the student's understanding of real-world application of project management tools.

## **MAC5300 Leadership in Action (3 units)**

Leadership in action is designed to support the exploration of leadership through self-reflection and assessment, including creating a personal mission statement and developing a leadership philosophy. Students will review a variety of leadership assessments, theories, and strategies on power dynamics, decision making, ethically addressing toxic leadership, conflict resolution, communication, and cultural awareness. Students will explore practical and experiential leadership styles and consider consequences of choices in the role of leading others. In addition, students will review and apply research strategies to develop knowledge and skills preparing for the capstone project. The course topics center around developing key leadership and action research skills to understand influencers in the social change process.

## **MLE5322 Ethical Decision Making (3 units)**

In this course, students review texts from classical and contemporary ethicists while examining multiple approaches to ethical reflection. The readings provide a framework to develop ethical reasoning skills to critically respond to thought-experiments and contemporary case-studies.

## **MLE5323 Leadership Literacy (3 units)**

In this course, students survey contemporary research and literature in the field of leadership studies. Topics include: trait, behavioral, contingency, relational, transformational, cultural, and emerging theories and models of leadership. The course also examines organizational leadership in the context of structures, human relations, political systems, and symbolic meanings in order to create positive personal and organizational change.

## **MLE5324 Global Ethics and Leadership (3 units)**

In this course, students focus on the role of ethical leadership in a diverse and interconnected world. Course materials present ethical perspectives of different cultural and national contexts while drawing on various philosophical and wisdom traditions. Additional consideration in the course addresses the role of ethics in various global contexts including: change, leadership, conflict, resources, and labor in order to develop the student's global awareness and become more effective and ethical leaders.

## **MLE5325 Leadership: The Toxic and the Trustworthy (3 units)**

This course examines toxic, ineffective, and unethical forms of leadership and the ways power may be abused in organizations. Contrarily, students are also exposed to ways power can be leveraged in organizations as a resource for positive change toward more sustainable models of business and society. Students will also be introduced to leading-edge approaches to social entrepreneurship, social business, and organizing for social change in the for-profit and the not-for-profit sectors.



# REQUIRED COURSES CONT'D

## Claremont Core® Courses

### **MCC5320 Invitation to Inquiry: Foundations of the Claremont Core® (3 units)**

In this university-wide foundational course, learners begin their engagement with the four domains that make up the Claremont Core domains: Mindfulness, Dialogue, Collaboration, and Change. These four domains consist of transferable skills and resources that support leadership and facilitation capacities that accentuate students' professional work. Students become familiar with aspects of mindfulness and dialogue that will undergird their work. Concepts of collaboration and change leadership are also introduced, and students begin the process of locating their work in a community where positive social change can be facilitated. Finally, students also determine the scope and aim of their Capstone Projects and begin to use resources from the four Claremont Core® domains to build their research repertoire and leadership acumen.

### **MSC5300 Strategic Communication: Building Diversity, Equity, and Inclusion (3 units)**

In a world that is reimagining what is possible, Strategic Communication: Building Diversity, Equity, and Inclusion will present students a historic perspective of the legacy and manifestation of structural racism, and other societal and cultural marginalization including the unintended consequences of systemic exclusion. Students will build upon the principles learned in the Claremont Core® to create environments where difficult conversations can take place with both internal and external audiences. This course will equip students to tackle challenges with diverse teams using language which acknowledges and respects difference to create equitable outcomes. In this course, students analyze self, personal strengths, and biases, and accumulate tools and communication skills in dialogue, collaboration, and bridging across divides. With these tools, students hone their abilities to build advocacy for dismantling oppressive structures and rebuilding personal, professional, and civic spaces that maximize diversity and facilitate equity and inclusion for all.

### **MCC5321 Activating the Claremont Core®: Research Methods (3 units)**

This course builds on the foundational aspects of the Claremont Core®, focusing on how students can become mindful, engaged, and inquisitive research practitioners for positive social change. Students will develop an ability to critically evaluate what research methods are best suited for certain types of research projects. This course will specifically focus on the role of research methods that can address, illuminate, or explain enduring and newly salient social problems. Throughout the course students will consider the entire research design process, learning how to conceptualize, problematize, diagnose, understand, and translate findings across social, political, environmental, healthcare, and organizational contexts. By the end of this course, students will have had experience posing research questions, exploring their own research goals, understanding the primary components of the research design process, and consuming a variety of styles of inquiry and action. Students will also consider course concepts in the context of their own future projects, and begin activating the research skills they will use in Applying the Claremont Core® Capstone Course. (Prerequisite: MCC 5320: Invitation to Inquiry: Foundations of the Claremont Core®)

## Capstone Course

### **MCC5332 Applying the Claremont Core®: CLU Capstone (3 units)**

As the culminating course in all programs, students apply skills, knowledge, and professional application learned throughout the degree. The planning for this course begins at the start of the program, continues through the evolution of learning as students design their projects, and peaks with students being prepared to implement the project during the capstone course. The specific content in each student's degree program provides a foundation for the research and design. The Capstone Project demonstrates student mastery of program and institutional learning outcomes.

