



CREATING A MORE HUMANE WORKPLACE

Online Master of Arts in Organizational Leadership Human Resources Concentration

Setting the Leadership Tone

The M.A. in Organizational Leadership with a Human Resources concentration is designed to enhance the leadership skills of those with human resource responsibilities in the organization. The purpose of this human resources online master's degree program is to equip students to become strategic partners in both for-profit and non-profit settings through the development of interpersonal competencies, critical thinking, and ethical reasoning as well as through the evaluation and analysis of the complex laws, policies, and organizational practices which govern and influence successful leadership in HR leadership.

A Flexible, Faster Timeline

The CLU MOL with a Concentration in Human Resources 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
—BY—
DESIGN



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



MOL HUMAN RESOURCES

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.

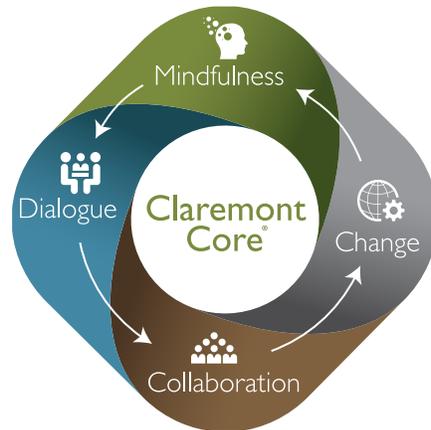
Program Learning Objectives: After completing the Master of Arts in Organizational Leadership with a Concentration in Human Resources students will be able to:

- Analyze the strategic role of Human Resource Management as a business function in an organization.
- Assess and apply strategies for successful management of a global and diverse workforce with shifting demographics and expectations.
- Analyze models for training and develop leaders throughout the organization and apply strategic plans for career development and training inside an organization.

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 HUMAN RESOURCES 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.

MHR5302 The Strategic Role of HR in the Organization (3 units)

Human Resources Management enables organizations to compete more effectively in today's global economy. This course provides an overview of HR's role in being a strategic business partner in aligning people, strategies, and organizational outcomes. In this course, students investigate many of the technical business functions of an HR professional including staffing, compensation and benefits, employee and labor relations, job design. As an end result, students will be better prepared to take a "seat at the table" as a senior HR advisor.

MHR5303 Critical Issues in HR Ethics and Law (3 units)

Critical Issues in HR Law and Ethics will help students define and apply important legal and ethical guidelines for human resources. The human resources profession often calls upon practitioners to make difficult choices between two right answers, not between right and wrong. Through the study of ethical theory and employment law with application to real world situations, students will learn to translate abstract concepts into pragmatic action.

MHR5304 Workplace Diversity and Inclusion (3 units)

Analyzing current business needs and preparing for the future in a globally connected and diverse world requires leaders to assess the current state of globalism and how it impacts their organizations. Students will analyze the current global realities for human resources, develop skills for managing across cultures in globally connected organizations, analyze current opportunities and challenges related to diversity and inclusion at work in organizations and make recommendations for the future of the workplace.

MHR5307 Acquiring, Planning, and Retaining Human Capital (3 units)

An important aspect of business operations is to ensure that the organization has the right people, with the right skills, at the right time, to accomplish organizational goals and objectives. Talent acquisition and workforce planning are the activities at the forefront of this reality. This course provides a comprehensive understanding of talent acquisition, workforce planning and its strategic role within an organization.

MHR5308 Training and Developing an Effective Workforce (3 units)

One of the more fulfilling aspects of human resources is the opportunity to watch individuals grow professionally. This course will prepare students to serve as an internal consultant who designs metrics and measurements and formulates training and development for individuals. Students will be prepared to design and lead development programs that provide strategic return on investment for an organization.



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.

