



MASTER OF ORGANIZATIONAL LEADERSHIP

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.

Students in this degree program choose from concentrations in Civic Engagement, Ethics, Healthcare, Human Resources, Management, or Professional Studies. Leaders in these fields face the challenge to navigate diversity, think critically, manage complexity and meet strategic goals within a high ethical context.

Key courses in the curriculum include the proprietary Claremont Core® focusing on the domains of Mindfulness, Dialogue, Collaboration, and Change. Students in all concentrations receive foundational training in organizational leadership theories and professional assessment. In addition, all students must complete a Capstone Project.

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. This online degree is designed for working professionals eager to grow their leadership skills and expertise and apply their degrees in a global workplace.

Students may select from the following concentrations:

- Civic Engagement
- Ethics
- Healthcare
- Higher Education
- Human Resources
- Management
- Professional Studies

Expected Growth for Managers



\$105,610
Median
Annual Wage



**8% Expected
Employment
Growth***

Source: Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, Managers, All Other (December, 2018); *From 2016-2026



PROGRAM SNAPSHOT



Accreditation



Program Length
13 Months*



Program Cost
\$23,100



Format
100% Online

No GRE or GMAT Required

*13 month courses: Full-time status (2 courses per term) must be maintained to complete the master's degree in 13 months.

Required Courses for Organizational Leadership:

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.

MSC5300 Strategic Communication: Building Diversity, Equity & Inclusion (3 units): 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.

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.

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.

MPM 5300 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.

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

Required Courses for an Higher Education Concentration:

MLU5312 Supporting Diverse Populations (3 units)

This course will introduce learners to frameworks and theories that guide the work of student affairs, review the importance of research, assessment, and evaluation in student affairs, learn the historical and foundational concepts of the student affairs profession, summarize the leadership environments for student affairs and the various organizational structures of student services, and evaluate how to transform student service organizations to better meet the needs of a diverse student population.

MLU5313 Cultivating Educational Change (3 units)

Visionary educational leaders are inspired by what an institution can become. Through the use of strategic planning, they guide members of the educational community through times of uncertainty, transition, and success. This class provides students with an overview of the theories of educational leadership which can translate into effective curriculum development, faculty onboarding, faculty development, classroom management, program assessment, and strategic planning.

MLU5314 Law and Ethics in Higher Education (3 units)

In this course students will develop strategies to engage in and navigate through legal and ethical issues by exploring topics in the diverse and changing landscape of higher education. Course content includes the ability to identify legal versus ethical issues, articulate contemporary understandings of diversity, exclusion/ inclusion, bias, and multiple influences that exist in the higher education system.

MLU5315 Higher Education Process and Practice (3 units)

This course will explore the structure and practices of an educational organization. Students will discuss and analyze topics from many areas of academia including human resources, students and faculty, budgetary, governance, and academic affairs. The content includes discussing the ability to identify internal influencers, external influencers, and organizational structure to articulate contemporary understandings of the process and practices that exist in the higher education system.

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.