The M.A. in Organizational Leadership with a Human Resources concentration is designed to enhance the HR management and general leadership skills of human resource professionals. The purpose of this 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 management.

This online master's degree in human resources / organizational leadership program uses a holistic approach, considering multiple disciplinary perspectives as well as analyzing past and present critical issues alongside future possibilities for human resources in business settings. Through peer-to-peer exchanges in the online courses, active participation in online discussion forums, HR case studies, and critical dialogue and debate, students are prepared to create sustainable and positive change as human resource professionals.
Required Courses for a Human Resources Concentration:

MHR 5302 - The Strategic Role of HR in an Organization
In this course you will investigate many of the technical business functions of an HR administrator, including staffing, compensation and benefits, employee and labor relations, job design.

MHR 5303 - Critical Issues in HR Ethics and Law
In this course, you will analyze a variety of models for ethics, applying them to the specific concerns of human resource management and the legal concerns of employment law.

MHR 5304 - Workplace Diversity and Inclusion
This course will formulate resources for performance management, workforce planning and talent management, and a variety of leadership models to facilitate both individual & team achievement.

MHR 5307 - Acquiring, Planning and Retaining Human Capital
This course will prepare you to serve as an internal consultant who designs metrics and measurements as well as formulate training and development for individuals. You will be prepared to design and lead development programs that provide strategic ROI for your organization.

MHR 5308 - Training and Developing an Effective Workplace
In this course students will analyze the current state of globalism, develop skills for managing across cultures in globally connected organizations, analyze current opportunities and challenges related to diverse cultures at work in organizations, analyze trends in mobile workers and technology, and make recommendations for the future of their workplace.

MCC 5311 - Mindfulness
Build the capacity for focused awareness and compassion. Move from personal vision to shared vision through critical and strategic thinking.

MCC 5312 - Dialogue
Craft creative solutions by drawing out and integrating other's ideas. Listen to understand and advocate without alienation.

MCC 5313 - Collaboration
Build sustainable change through teams. Create diverse teams who can deal with complex problems and resolve conflict.

MCC 5314 - Change
Combine flexibility with insight to stay ahead of the rapidly changing environment. Replace resistance to change with an ability to “skate where the puck is going.”

MHR 5310 - Capstone Action Project
This self-directed project draws on your entire educational experience where you research, analyze, and determine appropriate methods and contemporary strategies for designing and implementing initiatives that generate positive social impact.

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REQUIRED COURSES:

The Strategic Role of HR in an Organization - Human Resources provides a strategic resource for business development, providing insights on talent management and more. In this course you will investigate many of the technical business functions of an HR administrator, including staffing, compensation and benefits, employee and labor relations, job design. As an end result, you will be better prepared to take a “seat at the table” as a senior HR advisor.

Critical Issues in HR Ethics and Law - HR Leaders also serve as ethics advocates for their organizations. In this course, you will analyze a variety of models for ethics, applying them to the specific concerns of human resource management and the legal concerns of employment law. With this knowledge, you will be better prepared to serve as a senior advisor regarding legal and ethical business issues.

Leading Individuals and Teams - HR leadership requires specific knowledge and skill for facilitating individual and team achievement. This course will formulate resources for performance management, workforce planning and talent management, and a variety of leadership models. After completing the first three courses, you will find yourself better prepared as a voice for bringing out the best in your organization.

Training and Development - One of the more fulfilling aspects of HR is the opportunity to watch individuals grow professionally. This course will prepare you to serve as an internal consultant who designs metrics and measurements as well as formulate training and development for individuals. You will be prepared to design and lead development programs that provide strategic ROI for your organization.

Connectivity, Culture, and the Future of Work - Analyzing current business needs and preparing for the future in a globally-connected and diverse world requires leaders to analyze the current state of globalism and how it impacts their organizations. Students will analyze the current state of globalism, develop skills for managing across cultures in globally connected organizations, analyze current opportunities and challenges related to diverse cultures at work in organizations, analyze trends in mobile workers and technology, and make recommendations for the future of their workplace. This course will broaden your HR perspectives as well as discern future needs for your organization.

Mindfulness - At Claremont Lincoln, mindfulness is defined as “focused awareness in the present moment and cultivation of compassion in self and others,” skills which are essential for sustained human development and broader engagement. To that end, this course involves you first and foremost in practices that cultivate self-awareness, mindful reflection, concentration, empathy and compassion (for self and others). By the end of the course, you will better understand the varieties of mindfulness practice, gain personal experience with practicing mindfulness, and be able to apply mindfulness principles in your personal and professional contexts. You will also begin to explore what issue or context you will engage in your Capstone Action Project (CAP).

Dialogue - Effective dialogue is mindful communication that allows shared understanding among diverse constituencies. This course provides critical perspectives and creative activities to increase your communication effectiveness. You will be able to articulate contemporary theories and practices of dialogue to reframe conflict for shared understanding. By the end of the course, you will be able to practice interpersonal, intercultural, and interreligious dialogue in private, professional and public contexts. You also will identify potential dialogue partners around the issue you will address in your CAP.

Collaboration - Collaboration is the co-creative dialogue among key stakeholders to develop strategies for positive change. In this course you will learn to develop strategies to engage diverse stakeholders effectively and create conditions for them to synthesize diverse perspectives. This includes the ability to work with people in a collaborative effort, no matter what cultural diversity or social privilege may exist. By the end of the course, you will be able to better manage interpersonal and organizational conflict and lead in a way that leverages intelligence and self-organization. You also will identify and secure commitment from collaborators for your CAP.

Change - This course engages students in change-making, which is effective collaboration that generates positive and sustainable impact in society. In this course, you will integrate capacities from across the Claremont Core (mindfulness, dialogue and collaboration) to effectively design a project that positively affects a social situation. You will learn to evaluate the effectiveness of a project to improve it. You will demonstrate these abilities by designing an action plan for your CAP.
**Dr. Darrell Burrell** is a 2017 graduate of the National Coalition Building Institute’s (NCBI) Leadership Diversity Institute. He has been an executive coach for several years with the Asian American Government Executive Network (AAGEN) and a guest lecturer with the Hispanic-Serving Health Professions Schools (HSHPS) organizations. He is a certified executive coach and a certified diversity professional. He is an alumnus of the prestigious Presidential Management Fellows Program www.pmf.gov. Dr. Burrell also has over eight years of US federal government service with US Nuclear Regulatory Commission. Academically, Dr. Burrell has a doctorate degree and five graduate degrees.

**Phyllis H. Sarkaria** is a human capital executive, coach, and adviser and serves on the teaching faculty at Claremont Lincoln University. Before starting her consulting practice, Phyllis was Vice President, Human Resources for Quidel Corporation, a leading manufacturer of medical diagnostic tests, where she oversaw the company’s global HR strategy and programs for over 12 years.

**Dr. Sharon L. Burton** is a consultant (i.e., change management, business process improvement, diversity & inclusion, program management, and customer service), as well as an adjunct professor. She earned a DBA in quality systems management, two MBAs – Human Resource Management, and Management, in addition to seven certifications.

**Roderick French, PhD** With over two decades of experience in the U.S. Marine Corps, Roderick French has acquired insight into the important interplay of psychology, leadership, and management. In his current capacity as Director of Total Force Manpower for the Office of Naval Research, French purposefully leverages and manages resources and people to efficiently reach desired objectives.

**Christian Baldia** is a Kennedy School Fellow, earning a Master’s in Policy from Harvard University and is completing his undergraduate studies at the University of Pittsburg. He serves as the Principal Consultant at Constellation Strategy, lectures at New York University (NYU) and Baruch College, and hold senior-level advisory positions at multiple companies and nonprofit organizations. He was a former White House Analyst and served as a Senior Analyst for the U.S. Department of Treasury, Policy Analyst for Secretary for Domestic Finance and Economic Analyst at the Federal Reserve Bank.