

## **STRATEGIC LEADERSHIP**

Description: Leadership is a centerpiece in every business student's education. This module is grounded in the centrality of leadership and its intimate connection to both personal and organizational success. The personal benefits are critical because the ability to influence others in a positive way is a key for career advancement. Students who pursue this module will also be able to help their organizations become more successful since they will learn key skills in getting the people they lead to be more productive, creative, and efficient. Thus, this leadership module is broadly applicable to students with any functional orientation or interest, since everyone aiming for high-level positions needs these skills.

The courses in this module will help students develop skills and understand concepts in a broad set of leadership areas. Key topics include principles of leadership as well as evidence-based approaches for motivation of individuals and teams. Students will be given hands-on, experiential guidance on resolving disputes and differences over both personal and task-related workplace issues, as well as how to effectively lead organizational transformations. Another important knowledge and skill base focuses on encouraging employees to innovate new products, services and business processes. An important underlying theme of the module is using these concepts in a strategic, systematic way to result in positive organizational change.

### Courses:

#### **1) Leadership & Managing Human Capital 53:620:505**

This course is designed to help students acquire new knowledge and develop skills related to the understanding of managing behavior and processes in organizations. It is also the goal of this course to help you become more aware of your effectiveness as individuals and group/team participants in an organizational setting. Topical coverage includes, but is not limited to, organizational culture and structure, group/team dynamics, leadership and power issues, communication, decision-making, motivation theories and applications, managing stress, and individual differences such as perceptions, attitudes and personality.

#### **2) Conflict Resolution and Negotiation 53:620:570**

This course examines major concepts, theories, processes, and practices associated with conflict analysis, resolution and negotiation. Within an interactive learning environment, emphasis is placed on preparing for and analyzing conflict and negotiation situations, various goals of conflict management and negotiation, principles of constructive and destructive communication, biases and barriers to effective conflict resolution and negotiation, and reflecting on these processes for managerial growth and development. *Prerequisite: 53:620:505*

#### **3) Leading Change and Organizational Development 53:533:524**

Focus on the process by which managers' sense and respond to change. Emphasis on proactive, planned, and managed change that may involve adaptation of structure and policy, as well as influencing the underlying system of beliefs, values, and attitudes. Examination of leadership climate, organizational culture, and individual resistance as limiting factors. Interventions compared. *Prerequisite: 53:620:505*

**4) Leading Innovation & Creativity 53:**

This course examines how managers can create value propositions and be strategically innovative in their companies. The course also examines how established firms can respond to disruptive threats through the innovation process. This course should be of interest in those interested in managing in high- or low-tech firms as well as those interested in consulting. Course objectives are to develop skills in creative strategic thinking, build familiarity with innovation concepts and terms, and develop skills in communicating and persuasively presenting creative ideas. Through in-class exercises and cases, the emphasis is on helping students develop these skills as well as how they, as future managers, can influence the creative and innovation process in organizations. *Prerequisite: 53:620:505*