**ORGANIZATIONAL LEADERSHIP (OLEAD)**

**OLEAD 100: Introduction to Leadership**

3 Credits

The ability to lead others is increasingly valued in today's world of work, and this course introduces key leadership concepts and practices based on current theory and research from both a social science and humanities perspective to prepare students for either the Bachelor of Science or the Bachelor of Arts as well as serve as a general education social science requirement. Whether or not a person is in a formal position of leadership, Introduction to Leadership will help students to discover the knowledge and skills necessary for effective leadership. The course will view leadership from an interactional framework that analyzes leadership from the perspective of the leader, the followers, and the situation. In particular, the unit on the leader will introduce traits, behaviors, gender, leadership development, personal strengths, developing leadership skills, creating a vision, addressing ethics, power, influence, and character. The unit on the leader-follower dynamic will introduce the concepts of followership, motivation, job performance, job satisfaction, engagement, embracing diversity and inclusion, listening to out-group members, managing conflict, overcoming obstacles, as well as leading group and teams. The final unit will focus the impact of the situation on leadership and will introduce students to organizational culture and climate, contingency theories of leadership, change, innovation, and will revisit the interactional framework in total to have students reflect on what they have learned.

**Bachelor of Arts: Humanities**

**Bachelor of Arts: Social and Behavioral Sciences**

**General Education: Social and Behavioral Scien (GS)**

**GenEd Learning Objective: Crit and Analytical Think**

**GenEd Learning Objective: Integrative Thinking**

**GenEd Learning Objective: Soc Resp and Ethic Reason**

**OLEAD 210: Evidence-Based Leadership**

3 Credits

In evidenced-based leadership, students will learn how to use strong information and facts to increase the likelihood of success of leadership in organizations. In particular, this course starts by examining different kinds of evidence and analyzing their quality and usefulness. From there students will learn how to use that evidence to improve their leadership. Also covered will be convincing others to use strong evidence as well as implementing strategies based on that evidence to improve organizational effectiveness and success.

**General Education: Social and Behavioral Scien (GS)**

**GenEd Learning Objective: Critical and Analytical Thinking**

**GenEd Learning Objective: Integrative Thinking**

**GenEd Learning Objective: Key Literacies**

**OLEAD 409: Leadership Development: A Life-Long Learning Perspective**

3 Credits

The course examines the continuing influence of social and environmental factors in shaping leadership and leadership development.

**OLEAD 410: Leadership in a Global Context**

3 Credits

This course explores the science and practice of leadership around the globe through pertinent scholarly literature and related instructional resources. OLEAD 410 Leadership in a Global Context (3)(BA) This course meets the Bachelor of Arts degree requirements. This course will explore the science and practice of leadership across the globe. In particular, cross-cultural differences in leadership styles and methods from around the planet will be examined. Emphasis will be made on gaining knowledge of various cultural perspectives from around the world. That knowledge will then be used to examine successful leadership interactions between diverse cultures. Upon completion of Leadership in a Global Context, students will be able to understand differences within and between cultures, understand how diversity can impact an organization; recognize there are various sources of information to learn about culture; utilize various sources of information to gain knowledge of culture; develop the ability to recognize cultural differences in leadership situations, and think about developing leadership in global situations based on culture.

**Prerequisite:** OLEAD 100

**Bachelor of Arts: Other Cultures**

**International Cultures (IL)**

**OLEAD 411: Women and Leadership**

3 Credits/Maximum of 3

Overviews scholarship relating to women in positions of leadership in groups and organizations, as well as obstacles to their success.

**Prerequisite:** OLEAD 100
OLEAD 464: Communication Skills for Leaders in Groups and Organizations

3 Credits

Theory-and research-based communication skills for leaders dealing with work-related problems in contemporary groups and organizations. LER 464 Communication Skills for Leaders in Groups and Organizations (3)(BA) This course meets the Bachelor of Arts degree requirements. LER 464 Communication Skills for Leaders in Groups and Organizations is a survey of theory, research, and practice related to the communication processes by which individuals in groups and organizations exercise influence, whether or not they occupy positions of acknowledged leadership, and may be taken as part of an Labor and Industrial Relations major or minor, or as an elective by students in other disciplines. The course is offered once each academic year and has an enrollment limit of 40 students per offering. The course requires no special facilities. It extends to other courses in the major primarily in the areas of Industrial Relations and Human Resources. It is also complementary to courses focusing on groups and organizations in Sociology, Psychology, Management, and Engineering. During the course, students are exposed to a variety of theoretical perspectives on the study of leadership, learn about research illuminating its functions, and become acquainted with communication practices derived from and/or suggested by such theories and research that contribute to the exercise of influence and, thereby, effective group and organizational performance. These terminal outcomes define the objectives of the course. Focus will be on leadership as both role-related behavior and goal-directed behavior, regardless of roles that members of groups and organizations occupy.

Cross-listed with: LER 464
Bachelor of Arts: Social and Behavioral Sciences

OLEAD 465: Collective Decision Making

3 Credits

Application of theories of decision making to work-related issues in groups and organizations requiring collective resolution and action. LER 465 Collective Decision Making (3)(BA) This course meets the Bachelor of Arts degree requirements. This course presents a broad overview of theories, research, and practices in decision making as related to work-related choice making in groups and organizations and is open to students majoring or minoring in Labor and Industrial Relations, as well as to students who may wish to use the course as an elective. The course is offered once each academic year and has an enrollment limit of 40 students per offering. It requires no special facilities. L I R 465 extends to other courses in the major, primarily in the areas of Industrial Relations and Human Resources. It is also complementary to courses dealing with decision making in groups and organizations in sociology, psychology, and management. Of particular interest are decision making practices, as well as theories that account for them, in single-motive situations (in which participants in the process are pursuing a common goal) and mixed-motive situations (in which two or more of the participants are competitively related, but must cooperate to achieve their objectives). Hence, the course deals both with (1) conventional decision making, as in the case of boards, task forces, problem-solving groups, and quality circles or teams, appropriate to single-motive situations and (2) processes, such as bargaining, negotiation, and dispute management/resolution, appropriate to mixed-motive situations. The course also deals with the influence of organizational culture on decision-making in both types of situations. Upon completing L I R 465, students will have been exposed to a broad array of theoretical perspectives on decision making in groups and organizations, will be familiar with research testing these theories, and be aware of decision making practices suggested by theory and research that are useful in situations requiring collective choice and action. These terminal outcomes of the course reflect the objectives.

Cross-listed with: LER 465
Bachelor of Arts: Social and Behavioral Sciences

OLEAD 495: OLEAD Internship

1-12 Credits/Maximum of 12

Supervised practicum in organizational leadership.

OLEAD 496: Independent Study

1-18 Credits

Creative projects, including research and design, which are supervised on an individual basis and which fall outside the scope of formal courses. Prerequisite: OLEAD100