

Organizational Leadership

The Master of Science in Organizational Leadership is designed for students interested in or currently pursuing a leadership position. This Master of Science degree allows students seeking an advanced degree to assess their own personal leadership style, to critically examine organizational challenges and analyze the various aspects of organizational interactions at all levels (individual, group and organizational) to gain the professional competencies to effectively lead others and bring about change. This will be accomplished by drawing upon the student's current knowledge and "real world" experience while exploring in depth the theoretical knowledge, methods and concepts that focus on organizational effectiveness and individual leadership competencies.

The Master of Science in Organizational Leadership is 33 credits. The Core courses total 24 credits and the Concentration is an additional 9 credits. There is no room in the degree for elective credits.

A minimum 'B-' grade is required in all graduate courses. Students must obtain an overall GPA of 3.0 (B) in order to graduate. All students should refer to the

[Academic Probation](#)

policy regarding grades lower than a 'B-' in the graduate program.

Core Courses

OEL 501: Driving Organizational Adaptability through Learning Organizations	3cr
OEL 520: Executive Leadership & Influence in the 21st Century	3cr
OEL 525: Team Dynamics & Processes in Modern Work Teams	3cr
OEL 530: Organizational Development	3cr
OEL 610: Leading Diverse, Multicultural, & Global Organizations	3cr
OEL 615: Maximizing Performance of Organizational Talent through Coaching and Mentoring	3cr
OEL 690: Research Methodologies *	3cr
OEL 695: Capstone Seminar *	3cr

Core Total	24cr
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* This course will not be accepted in transfer and can only be taken at Charter Oak. Minimum grade of 'B' is required for passing OEL695: Capstone Seminar.

Students enrolled in this program, must choose one of the concentrations below:

Option 1: Business

OEL 541: Strategic Management and Creating Economic Value in Organizations	3cr
OEL 542: Leadership Communications-Strategy and Practice	3cr
OEL 643: Leading Successful Change in 21st Century Organizations	3cr

Concentration Total	9cr
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Option 2: Non-Profit

OEL 553: Nonprofit Strategic and Operations Management	3cr
OEL 554: Nonprofit Financial Resource Management and Fundraising	3 cr
OEL 655: Roles of Nonprofit in Fostering Social Change	3cr

Concentration Total	9cr
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Student Learning Outcomes

Students who graduate with a Master of Science in Organizational Leadership will be able to:

1. assess and design learning communities in organizations;
2. evaluate and formulate an individual leadership style;
3. develop professional communication skills;
4. recommend how one develops effective groups;
5. construct organizational leadership strategies;
6. explain the complexities of organizational design and the interconnection between organizational structures;
7. design and implement organizational change processes;
8. create strategies to support intercultural/global inter-relationships;
9. develop strategies that support the advancement of organization's vision and mission;
10. apply various nonprofit fundraising principles and practices to accomplish the organization's financial goals;
11. formulate change strategies that supports a continual changing landscape for nonprofit organizations;
12. apply financial and economic tools to improve organizational performance;
13. develop a research project proposal that clearly defines a problem, identifies project objectives or research questions, recommends and supports methodologies to address the above, and hypothesizes resultant actions; and
14. formulate, propose, and develop a plan utilizing appropriate tools and interventions to implement solutions designed to improve organizational efficiency and effectiveness.