

Organizational Leadership Major

Students completing the Bachelor of Science in Organizational Leadership will acquire the knowledge and skill sets to serve in various leadership and management roles in the business, government, and the nonprofit sectors.

Organizations in the 21st century require leaders who demonstrate a broad knowledge base of varied business disciplines and leadership skill sets, utilized for purposes of achieving the organization's mission in a highly competitive and changing global environment. This requires leaders to be able to drive high levels of performance at the individual, team, and organizational levels. Particular emphasis is placed on understanding individual and team motivation, team dynamics, ethical behavior, and organizational change processes.

This major requires a minimum of 24 credits in the Business Core and 39 credits in Major Requirements. All major requirements must be completed with a grade of 'C' or higher.

In order to earn a Bachelor's degree at Charter Oak, all Major, [General Education](#), [Liberal Arts and Electives](#), [Upper Level credit](#), and [academic residency requirements](#) must be met. Total credits earned must be a minimum of 120 credits.

Core Requirements

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| ACC 101: Financial Accounting | 3 cr |
| ACC 102: Managerial Accounting | 3 cr |
| BUS 120: Business Law | 3 cr |
| BUS 250: International Business | 3 cr |
| FIN 210: Financial Management | 3 cr |
| MGT 101: Principles of Management | 3 cr |
| MGT 315: Organizational Behavior | 3 cr |
| MKT 220: Principles of Marketing | 3 cr |

Major Requirements

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| Choose one of the following: | 3 cr |
| <ul style="list-style-type: none">• BUS 201: Business Statistics• MAT 105: Statistics• PSY 216: Psychology Statistics | |
| Choose one of the following: | 3 cr |
| <ul style="list-style-type: none">• ECO 103: Macroeconomics• ECO 104: Microeconomics | |
| MGT 326: Organizational Theory | 3 cr |
| Choose one of the following: | 3 cr |
| <ul style="list-style-type: none">• MGT 327: Organizational Change• *OEL 530: Organizational Development | |
| MGT 330: Diversity & Inclusion in Workplace | 3 cr |
| Choose one of the following: | 3 cr |
| <ul style="list-style-type: none">• Lean Management• Agile Development & Management | |
| Choose one of the following: | 3 cr |
| <ul style="list-style-type: none">• MGT 450: Leadership Practices• *OEL 520: Team Dynamics & Processes in Modern Work Teams | |
| Choose one of the following: | 3 cr |
| <ul style="list-style-type: none">• MGT 451: Team Leadership• *OEL525: Team Dynamics & Proc in Modern Work Teams | |

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| MGT 460: Fundamentals of Project Management | 3 cr |
| MGT 467: Training & Development | 3 cr |
| **Strategic Management | 3 cr |
| PHL 485: Business Ethics & Individual Values | 3 cr |
| **LDR 495:Organizational Leadership Major Capstone | 3 cr |

*These courses must be approved as part of the [Fast-Track Undergraduate to Graduate Degree Program](#). Fast-Track programs offer approved undergraduate students the opportunity to enroll in graduate credits to be used towards the completion of their undergraduate degree program at Charter Oak. This will not only allow for the completion of an undergraduate degree but will also allow undergraduate students the advantage of beginning a graduate program with the opportunity of completion within ^one year upon graduation from the undergraduate degree (^full-time course load is required).

**Courses must be taken at Charter Oak.

Program Learning Outcomes

Students who graduate with a major in Organizational Leadership will be able to:

- demonstrate and utilize the concepts theories, and relationships across the various leadership disciplines and practices including leadership theory, motivation theory, group dynamics, team building, organization theory, strategic management, and change management theory and practices;
- explain the global environment of business including political, social, and intercultural sensitivities that exist in society that are important to the development of meaningful relationships and success in business and in life;
- understand and demonstrate professional business behavior, social responsibility, and ethical decision making and conduct; and
- demonstrate well-developed and effective critical thinking, decision making, problem solving, organizational leadership, teamwork, and oral and written communication skills utilizing tools such as the internet, research databases, and other tools as required.