CharterOak
STATE COLLEGE
A Higher Degree of Online Learning

Master of Science
Organizational Effectiveness and Leadership

Flexible, Affordable, Online Degrees
The Program

Are you pursuing a management or leadership position within an organization? Are you a middle or senior manager, or executive, looking for new ways to drive organizational performance and improve your organization’s value proposition? Our Master of Science in Organizational Effectiveness and Leadership guides students in developing and enhancing their personal leadership style and skill sets to optimize individual, group, and organizational performance.

Invest in Your Future

There is no reason a student today must absorb the burden of a high-cost education and corresponding debt to pursue one’s dream of earning an advanced degree. Charter Oak offers a flexible, high-quality, low-cost master’s degree that allows you to invest in your future; not leverage it.

Graduates of the Master of Science in Organizational Effectiveness and Leadership program will be able to:

- Lead, formulate, and implement organizational change strategies to achieve the organization’s mission.
- Create and lead local, national, and international self-directed, cross functional, and virtual work teams.
- Identify and implement continuous improvement strategies to improve organizational efficiency and effectiveness.
- Lead, motivate, coach, mentor, and develop associates and groups to achieve measurable results.
- Utilize applied research to analyze and solve complex organizational problems.
The Master of Science in Organizational Effectiveness and Leadership Curriculum

Core Courses: 8 Courses/24 Credits

- OEL 501 Learning Community
- OEL 520 Personal Leadership
- OEL 525 Group Process & Team Dynamics
- OEL 530 Organizational Development Landscape
- OEL 610 Intercultural/Global Perspectives
- OEL 615 Developing & Leading Others
- OEL 690 Applied Research Project
- OEL 695 Capstone Seminar

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

**Business Track: 3 Courses/9 Credits**
- OEL 541 Business & Economics of an Organization
- OEL 542 Effective Communications
- OEL 643 Leading Organizational Change

**Non-Profit Track: 3 Courses/9 Credits**
- OEL 553 Nonprofit Management
- OEL 554 Nonprofit Resource Development & Fund Raising
- OEL 655 Roles of Nonprofits in Fostering Social Change

**Program Prerequisite:** A prior undergraduate course in Statistics. Students without this will be required to take a non-credit, online statistics review seminar.

**Graduate Certificate Programs**

For those who want to pursue graduate-level studies, but not necessarily a full degree program, or may already have a master's degree and desire to enhance your leadership knowledge and skills without pursuing a second master's degree, we offer Graduate Certificates consisting of four courses (12 credits) from our master's degree program.

*We offer Graduate Certificates in:*
- Leadership
- Nonprofit Leadership
- Organizational Development

Please visit [www.CharterOak.edu/graduate-certificates](http://www.CharterOak.edu/graduate-certificates) for program specifics.

**Admissions Requirements**

- A bachelor's degree from a regionally accredited institution, or international institution equivalent to a U.S. regionally accredited institution, with a grade point average of 3.0 or better.*
- Three years of relevant work experience required, five preferred.
- One essay, 500 words, describing the applicant's specific career goals, objectives, motivation to pursue an advanced degree, and professional experience and/or projects.
- A professional resume.
- No GREs or entrance exams required.

*Students with GPA's lower than 3.0 may apply. If accepted, grades of B or better must be achieved in the first two courses to continue in the program.*

Please visit [www.CharterOak.edu](http://www.CharterOak.edu) /MSOEL for additional program specifics.
Advance your Career... Change your Life

Charter Oak State College is Connecticut’s public online college offering a Master of Science in Organizational Effectiveness and Leadership, MS in Health Care Administration, plus associate and bachelor’s degree completion programs in a number of high-demand fields including Cyber Security, Health Information Management, Nursing, Early Childhood Education, and other career-focused programs. Our students complete degrees by taking online courses and combining other sources of credit. Our institution is accredited by the New England Commission of Higher Education.

"The program provides well-rounded, relevant, and applicable knowledge and strategies to develop skills necessary for effective leadership."

"What I like most about the Charter Oak State College online Master’s Degree is the variety of faculty with such broad experience. It has been a fulfilling journey to have not only challenging, but dedicated staff to guide me through the course work. Charter Oak staff really want you to succeed and work hard to make that happen. Thank you!"

Contact Us

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