

# Organizational Leadership Courses

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## **ORGL 501 - Foundation of Adult Learning and Organizational Development**

Hours: 3

This course examines the theoretical foundations and practical applications of adult learning principles and organizational development (OD) strategies in contemporary organizational settings. Students explore the intersection of adult learning theory, organizational behavior, and systematic change processes to develop approaches for improving individual and organizational performance. The course emphasizes the role of learning and development professionals in facilitating organizational transformation through strategic learning initiatives, culture change, and leadership development. Students investigate how adults learn in organizational contexts and how to design effective learning interventions that align with organizational goals.

## **ORGL 521 - Instructional Design for Corporate Training**

Hours: 3

This course examines the theories, frameworks, and practical applications of instructional design within corporate learning environments. Students will analyze adult learning principles, explore modern training delivery methods, and develop evidence-based learning interventions that align with organizational objectives. Through hands-on projects and case studies, students will gain expertise in needs assessment, learning experience design, and training evaluation while considering technological, cultural, and organizational constraints. The course emphasizes practical application of instructional design methodologies to create effective corporate learning solutions that drive measurable business outcomes.

## **ORGL 527 - Leadership Theory and Practice**

Hours: 3

This course examines leadership theories, frameworks, and practices, classical and emerging leadership paradigms, including transformational and servant leadership, emotional intelligence, cross-cultural leadership, ethical decision-making, and leading organizational change. Students explore how different leadership approaches influence organizational culture, team dynamics, and individual performance.

## **ORGL 535 - Organizational Behavior and Development**

Hours: 3

This course provides a comprehensive examination of the theoretical foundations and practical applications of organizational behavior and development. Students will explore the individual, group, and organizational processes that influence workplace behavior, organizational effectiveness, and strategic change management. Key topics include leadership, motivation, team dynamics, organizational culture, power dynamics, conflict resolution, and the planning and implementation of organizational change initiatives. Students will analyze case studies, engage in simulations, and develop evidence-based strategies to optimize human and organizational performance.

## **ORGL 537 - Strategic Planning and Decision Making**

Hours: 3

This course equips students with the strategic frameworks, analytical tools, and evidence-based practices essential for developing and implementing organizational strategy in complex, dynamic business environments. Through a combination of case studies, simulations, and applied research, students will explore both the theoretical foundations and practical applications of strategic management. Through a combination of case studies, simulations, and applied research, students will explore both the theoretical foundations and practical applications of strategic management. Students will develop the ability to lead cross-functional strategy development efforts, make evidence-based strategic choices, and oversee the execution of transformative initiatives that drive sustainable competitive advantage. Prerequisites: ORGL 527.

## **ORGL 545 - Team Building and Conflict Resolution**

Hours: 3

This course examines the theoretical foundations and practical applications of team dynamics, leadership, and conflict management within organizational settings. Through case studies, simulations, and applied research, students will explore evidence-based strategies for building and leading high-performing teams that foster collaboration and drive results. The course emphasizes the integration of leadership competencies, communication techniques, and conflict resolution methodologies to optimize team performance and organizational outcomes. Students will leave the course equipped to diagnose team challenges, design interventions, and implement best practices for building cohesive, agile, and adaptable teams capable of thriving in complex business environments. Prerequisites: ORGL 527, ORGL 535.

## **ORGL 557 - Ethical Leadership and Corporate Social Responsibility**

Hours: 3

This course examines the role of ethical leadership and explores frameworks for corporate responsibility, stakeholder management, sustainable business practices, and navigating ethical dilemmas. The course emphasizes the practical application of ethical theories to real-world business scenarios, corporate governance models, and social impact initiatives. Students will explore topics such as ethical organizational cultures, balancing profitability with environmental stewardship and social responsibility, whistleblowing and transparency, and the role of purpose-driven leadership. Through case studies, interactive simulations, and applied research, students will evaluate various moral decision-making approaches and develop strategies for leading with integrity in diverse organizational contexts. Students will be equipped to become principled, purpose-driven leaders capable of making difficult decisions under complex, ambiguous conditions. Prerequisites: ORGL 527, ORGL 535, ORGL 537.

**ORGL 575 - E-Learning Technologies and Digital Content Creation**

Hours: 3

This course explores contemporary approaches to digital content creation for organizational eLearning environments. Students will examine research-based multimedia learning theories, evidence-based design principles, and industry-standard authoring tools to create professional-grade digital learning experiences. Through hands-on projects, students will develop expertise in multimedia asset creation, interactive content development, and learning management system implementation. The course emphasizes the strategic integration of digital learning technologies to support organizational objectives while adhering to accessibility standards, user experience best practices, and technical requirements. Students will learn to evaluate eLearning tools, design responsive content, incorporate multimedia elements, and implement assessment strategies across various digital platforms.

**ORGL 590 - Measuring Training Effectiveness and ROI**

Hours: 3

This course examines systematic approaches to evaluating training effectiveness and calculating return on investment (ROI) in organizational learning initiatives. Students will master comprehensive evaluation frameworks, including Kirkpatrick's Four Levels of Training Evaluation and Phillips' ROI Methodology, while developing practical skills in both quantitative and qualitative measurement techniques. The course emphasizes hands-on application of learning analytics tools, balanced scorecard approaches, and predictive modeling techniques to measure training impact. Students will learn to develop key performance indicators (KPIs), establish measurement benchmarks, and create evaluation instruments that align with organizational objectives. Through case studies and applied projects, students will design evaluation strategies, implement data collection methods, conduct statistical analyses, and create data visualization tools to communicate results effectively to stakeholders.

**ORGL 595 - Research Literature and Techniques**

Hours: 3

This course is designed to help students learn the key elements in the process of designing and conducting an applied research project: writing an introduction; stating a purpose or research aims for the study; identifying research questions and hypotheses; and advancing methods and procedures for data collection, analysis, and interpretation. This course will also cover a variety of research methods commonly used. Students will also take their comprehensive exams as a part of this course for completion of their master's degree. Students are not allowed to accelerate into this course during a term. Prerequisites: ORGL 527, ORGL 535, ORGL 537, ORGL 545.