> "What is really needed in business, the church, government, education, arts, or any other type of organization is a group of more enlightened, competent leader-managers who appreciate and understand the disciplines and interconnectedness of the world around them — who lead people with a shared sense of purpose and enthusiasm for the myriad challenges that confront them."
>
> - Kevin C. Eichner
> Ottawa University President

At Ottawa University

Dedicated to preparing graduates for lives of significance, Ottawa University announces a new Master of Arts in Leadership degree program. This program is designed to prepare leaders to make a difference in their organizations immediately following graduation.

Through examination of contemporary and classic leadership theories, investigation of successful leadership behaviors across a wide range of environments, and discovery of the strengths and development needs of their personal leadership style, students will develop the skills to lead their organizations to new levels of performance.

Careers

Occupations with similar functions include office and administrative support supervisors and managers; cost estimators; property, real estate, and community association managers; purchasing managers, buyers and agents; education administrators and top executives.

Education and Qualifications

Persons interested in becoming administrative services managers should have good leadership and communication skills and be able to establish effective working relationships with many different people, ranging from managers, supervisors and professionals, to clerks and blue-collar workers. They must be able to coordinate several activities at once, quickly analyze and resolve specific problems, and cope with deadlines.

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Required Courses

BUS 7001 Contemporary Issues in Business Leadership

This course provides an opportunity to explore new and emerging issues in business leadership. Students will identify and read contemporary topics in journals published in the past two years.

BUS 7003 Developing Leaders and Leadership Capability

Course focuses on strategic and tactical approaches to developing comprehensive leadership, talent management, and succession planning processes for an organization. It involves defining leadership capabilities needed by a company at the individual, team, and organizational level.

BUS 7004 Leading Business to Create Value

Course focuses on how leaders create value for the organization and key stakeholders. Students will compare various whole system approaches to assessing organizations. Topics include strategy, values, norms of behavior, reward systems, decision-making and accountability, processes and systems, and the role the leader plays in managing and aligning those components to add value to the business. Dynamics within organizations, including those at a personal, interpersonal, and organizational level, will be assessed. Various approaches a leader can use to align and focus an organization, such as strategic performance management or the Balanced Scorecard, will be considered for appropriate application and expected benefits to the business.

BUS 7006 Servant Leadership

Course explores the philosophy of life and leadership dedicated to the growth of others as well as values-driven institutions that contribute to just, caring, and sustainable societies. Topics include enhancement of student awareness of their values and how those values are reflected in their decisions and actions, the gap and tension between stated individual and organizational values that drive behavior, identification of points of leverage to affect change in operational systems, leadership philosophies, styles, and strategies, and contemporary concepts of values and system-level thinking integration.

BUS 7015 The Creative Organization

Course covers methods for stimulating creativity and innovation, why context matters, and processes for making effective decisions with a focus on sustainable competitive advantage. Topics include practice in creative problem solving through in-class exercises and the creation of a plan to move the students' own organizations to the next level of creativity.

HRC 7341 Emotional Intelligence in the Workplace

Research shows emotional intelligence (EI) is more important than IQ in determining outstanding job performance. Examines variety of instruments and writings used to build EI in workplace.

HRC 7411 Human Resources Planning and Administration

Integration of human resources with strategic business functions and planning. Examines issues of structure, staffing, effectiveness, performance and assessment and diversity within organizations.

HRC 7661 Organizational Consultation Skills

Emphasis on the consulting process in organizations including the role and skills of a consultant, internal versus external consulting, contracting for services, resistance to change, diagnosis, data collection and interventions to improve organizational performance. Apply consulting skills to case simulation.

HRC 7711 Organizational Change Theory and Strategy

Examines strategic interventions to change organizations from planning through implementation and assessment and theoretical models for change including organization development and total quality management.

HRC 7841 Managing a Culturally Diverse Workforce

Study of how gender, ethnicity and other cultural diversity dimensions influence organizational behavior and outcomes. Includes theory and techniques for working with and leading diverse workforce in order to increase organizational effectiveness and to enable all members to reach their full potential.

BUS 8000 Advanced Leadership Theory and Practice

Covers theory and practice related to organizational leadership. Topics include organizational system thinking, living systems theory, leadership capacity development, and other advanced leadership theories. Includes application of theory to a variety of workplace settings.

MAL Concentrations

Population Health/Health Care Management

BUS 7303 Legal, Ethical, and Political Aspects of Health Care Management
BUS 7305 Regulatory Systems and Qualitative Assessment in Health Care Environments
BUS 7810 Population Health Management
BUS 7816 Program Development for Improved Outcomes

Strategic Innovation

BUS 7015 The Creative Organization
BUS 7018 Corporate Strategy
BUS 7900 Social, Cultural, Legal, and Political Influences in Business
BUS 7902 Managing in a Global Environment

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