



Executive MBA Concentration: Leadership, Innovation and Change

Students who have successfully met all program requirements for the EMBA may enroll in an additional concentration to further enhance the degree. The Leadership, Innovation and Change concentration allows students to gain advanced leadership skills while learning how to think more strategically on an executive level.

The second concentration is offered at the following sites based on original campus for EMBA program:

- For OU Midwest region (Overland Park, KS or Brookfield, WI) – the courses will be held at the Overland Park, KS campus. Students from Brookfield will transfer locations during the first term of the concentration.
- For OU AZ region (Surprise, AZ) – students will remain at the Surprise campus.

Students who wish to declare a second concentration must meet the following criteria:

- No D or F grades earned in original EMBA degree
- Maintained a 3.25 GPA or higher.
- Must declare their second concentration no later than two terms prior to graduating. Failing to declare by the deadline may result in denial.
- Have no outstanding tuition payments.
- During Leadership concentration, any earned D or F grades will be grounds for dismissal from leadership concentration.

To enroll in the second concentration, a student must submit the Leadership Enrollment Form to the Student Services Advisor. Students completing the second concentration must continue to comply with all policies pertaining to the EMBA.

EMBA Concentration: Leadership, Innovation and Change

What is it?

The Leadership, Innovation and Change concentration is an opportunity enhance the EMBA degree through additional curriculum. The concentration requires successful completion of six additional courses focusing on the importance and development of effective leadership skills.

When and where is it offered?

The second concentration is offered at the Surprise, Arizona, and Overland Park, Kansas, campuses. Student enrollment will be based on the original campus location. Minimum completion time for the second concentration is one-year.

What is the financial investment?

The concentration course tuition will be at the same rate as the core EMBA classes and follow same financial policy. Full semester tuition is due by the Wednesday prior to Spring 1, Early Summer and Fall 1.

What courses are included in the concentration?

HRC 7711: Organizational Change Theory/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 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.
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 7002: Foundations of Leadership This course explores, analyzes, and compares key topics in developing leadership. Topics include: power, influence, values, motivation and coaching, contingency theories of leadership, leading change, and creating a culture of success. Prerequisite: BUS7000 Organizational Behavior and Theory.
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 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.