Degree Details
Center for Graduate Studies

NORTHWESTERN COLLEGE
ST. PAUL, MINNESOTA

ADULT EDUCATION YOU CAN HAVE FAITH IN.

MASTER OF ORGANIZATIONAL LEADERSHIP

The Master of Organizational Leadership (MOL) program is designed to provide quality education in a convenient format for busy professionals. Using a combination of theory, technology, and practical application, students gain skills that relate directly to their careers. The MOL program synthesizes four essential components for effective leadership: fundamentals of leadership, communication, strategies, and a Christian approach to leadership. Students gain the knowledge and skills needed to pursue a variety of careers in public and private, for-profit and non-profit settings, often advancing in their own organizations.

Program Cost

Academic Year 2012–13

- Tuition: $465 per credit
- Books: $1,300 (est.)

MOL Coursework
(36 credits)

LDR5100	Personal Growth for Effective Leadership	3
LDR5103	Introduction to Leadership Theory	3
LDR5104	Application of Leadership Theory	3
LDR5200	Strategic Leadership	3
LDR5202	Effective Communication and Leadership	3
LDR5302	Diversity and Leadership	3
LDR5304	Leading in the Knowledge Economy	3
LDR5306	Leading for Organizational Success	3
LDR5308	Leading Organizational Change	3
LDR5400	Case Studies in Leadership Ethics	3
LDR5300	Program Evaluation	3
LDR5855	Capstone Project (Portfolio)	3

Program Delivery

- On site, one night a week
- Online

Timeframe

Master of Organizational Leadership coursework can be completed in approximately 22 months.

Courses subject to change. Consult current catalog at nwc.edu/catalog for complete course descriptions.
Contact your Center for Graduate Studies admission counselor at 651-631-5200 for more information.

Rev. 08/2012

LDR5100 Personal Growth for Effective Leadership 3 cr
This course examines theories of leadership style and the personal and spiritual dimensions of leadership related to effectiveness. Emphasis is placed on the identification and development of personal and spiritual disciplines. Students will learn methods for assessing and analyzing personal strengths and weaknesses of leaders and assisting others in developing leadership qualities.

LDR5103 Introduction to Leadership Theory 3 cr
This course provides a foundational overview of predominant leadership theories from both Christian and secular perspectives. Students will provide critical analyses of contemporary approaches to organizational structure, organizational culture, and organizational change.

LDR5104 Application of Leadership Theory 3 cr
This course builds on the *Introduction to Leadership Theory* course, through case studies that emphasize the application of abstract concepts of organizational theory to leadership practice. Students will apply critical reflection on the application of leadership theories to real-world situations. Students will propose a preliminary plan for their final project.

LDR5200 Strategic Leadership 3 cr
This course investigates the theories related to the use of mission and vision statements, and using strategic planning in relation to an organization's purposes and goals**.** Processes and rubrics for developing and executing strategic planning are examined as well as the problems and concerns associated with implementation of a planning process. This course helps students understand the place and role of leadership in creating and implementing a strategic plan.

LDR5202 Effective Communication and Leadership 3 cr
This course examines the dynamic role of communication in creating a productive, quality organization. The responsibility of leadership in helping to maintain an effective system of internal and external communication is considered. Subjects include the dynamics of organizational life: organizational culture and climate, internal communication to build morale, communication with the external environment, direction and effectiveness of communication flow, methods of decision making, and communicating effectively in groups and teams. Attention will also be given to communication diagnosis through a communication audit.

LDR5302 Diversity and Leadership 3 cr
This course examines issues related to managing and being a member of an increasingly diverse workforce. Diversity-related issues with management implications to be examined include social identity, socialization, employment decisions by applicants and organizations, team dynamics, leadership, sexual harassment, workplace romance, career development, work and family, accommodation of people with disabilities, and organizational strategies for promoting equal opportunity. The course also examines issues of culture and ethnicity as they relate to increasing organizational effectiveness and interpersonal relationships. Applications of a Christian perspective in secular settings are explored.

LDR5304 Leading in the Knowledge Economy 3 cr
In this course students will learn how to lead in a knowledge economy, in which knowledge and information are the most valuable assets. The course will investigate methods for building leadership throughout all levels of an organization, for achieving better results through knowledge management and teamwork, for harnessing current and emerging technologies to manage global information, for spurring innovation, and for leading an organization that can perform well while maintaining the flexibility to change.

LDR5306 Leading for Organizational Success 3 cr
This course focuses on methods for building healthy, functioning organizations through processes that leverage organizational strengths and effective communication. Students will learn leadership methods that promote trust, integrity, reliability, fairness, caring, competence, loyalty, open communications and ethical behavior. Students will investigate the quantifiable value of these organizational assets.

LDR5308 Leading Organizational Change 3 cr
Consideration is given to communication theories of leadership in organizations. The course emphasizes the importance of communication in a leader's creating and casting a vision for the organization and conveying the desired organizational image to the external environment. Attention is given to the role of communication in choosing and exercising the appropriate leadership style, using power and authority within the organization, motivating organization members, and creating the desired organizational culture. The biblical role of a leader as a servant is also explored.

LDR5400 Case Studies in Leadership Ethics 3 cr
Ethical dilemmas are examined from a Christian perspective, providing students an opportunity to project themselves into real world leadership situations. Each case study will require students to analyze complex organizational problems, consider competing values and their moral and social implications, and propose, discuss and defend solutions. The role of ethics and values in leadership and organizational culture will also be addressed.

LDR5300 Program Evaluation 3 cr
This course focuses on research strategies for investigating organizational problems, and on methods for performing program evaluations. Relevant research design and statistical concepts are also introduced as they pertain to data gathering and analysis that will be performed as part of the capstone project.

LDR5855 Capstone Project (portfolio) 3 cr
This course provides students the opportunity to complete their research or evaluation projects developed throughout the program. The capstone project will be a rigorous, comprehensive study applying and integrating leadership concepts to a real-world situation.