Master of Arts in Organizational Leadership
30 Credits

The Master of Arts in Organizational Leadership (MAOL) provides students with the knowledge, skills, and abilities needed to excel as a leader in any field. The program focuses on three areas of leadership: leading organizations, leading people, and self-leadership, and provides an opportunity to customize projects to focus on business, healthcare, non-profits, or public administration. Students cultivate and improve their leadership style as they develop the competencies needed to guide individuals and organizations through the challenges evident in today's workplace and in the future. The program is offered in an accelerated online format, where courses are taken during 8-week terms, and can be completed within one year (by taking two courses per term). As an alternative, students can take one course per 8-week term (as they are offered) rather than two courses per term.

A significant advantage, unique to the Centenary University MAOL program, is that after completion of a specific course in the program, students are prepared to take the test administered by the American Management Association (AMA) to obtain the AMA's Certified Professional in Management® designation. This is a new credential that "gives individuals a set of recognized criteria to validate their qualifications and advance their careers." No other four-year institutions in New Jersey are affiliated with this AMA program, and our faculty have been trained and certified by the AMA.

Program Objectives:

- Address the challenges facing leadership in public, private, and non-profit organizations in accomplishing strategic objectives.
- Design a robust vision and support innovative programs aligned with organizational objectives.
- Analyze organizational behavior, implementing theories and models to improve performance.
- Function as an operative change agent and decision-maker.
- Guide and influence others in developing their own capabilities and achieving goals, increasing employee engagement and productivity.
- Construct effective teams and motivate them to accomplish established targets.
- Develop self-awareness skills and personal leadership competencies.

Admissions Requirements:

- Bachelor's degree from an accredited institution
- Original transcripts from all colleges and universities attended
- Minimum 2.5 undergraduate GPA
- Completed application
- NO GRE/GMAT required
- Personal statement outlining reasons for applying and how student plans to use the degree
- Approval of program director

Benefits:

- Complete your master's degree in as little as one year
- Eligible for Centenary University's Alumni discount

School of Business, Media, and Writing

Master of Arts in Organizational Leadership

Audit Sheet

Name: _____ **Date:** _____

Courses are generally taken in the following sequence:

Course No.	Title	Term
GOL-500	Leadership	_____
GOL-505	Organizational Communications	_____
GOL-510	AMA Certified Professional in Management	_____
GOL-660	Organizational Theory, Culture, and Behavior	_____
GOL-671	Organizational Analytics	_____
GOL-672	Developing Strengths for Effective Leadership	_____
GOL-680	Leading Change and Managing Project Teams	_____
GOL-681	Conflict Resolution and Negotiation	_____
GOL-682	Leadership Strategy, Integrity, and Ethics	_____
GOL-690	Capstone: Current Issues in Leadership	_____

Program Director: Dr. Jeff Carter, extension 5065

Course Descriptions:

GOL-500   **Leadership**   3 Credits

This course explores the catalytic function of leadership in the 21st century. Leadership is viewed as the capacity for individuals and groups to bring about organizational change. Issues are explored from both a theoretical and practical standpoint with an emphasis on the formation of personal leadership styles.

GOL-505   **Organizational Communications**   3 Credits

This course focuses on developing effective communication strategies within organizational contexts. Students will develop the skills necessary to communicate effectively through written, oral, and visual means, interpret and evaluate information from diverse sources, and utilize data to support their claims. Emphasis will be placed on using correct APA format, mechanics, and style in the preparation of reports and other written documents.

GOL-510   **AMA Certified Professional in Management**   3 Credits

This course familiarizes students with the key competencies required of managers, including professional effectiveness (communication, time management, emotional intelligence, and presentation skills), relationship management (conflict management, motivation, collaboration, influence, delegation, coaching, and managing change), business acumen (managing projects, financial acumen, customer focus, and talent management), and analytical intelligence (critical thinking, analytical thinking, problem solving, and understanding data). This course serves as an introduction to the MAOL program as well as the basis for the American Management Association's (AMA) Certified Professional in Management® designation if students desire to take the AMA exam.

GOL-660   **Organizational Theory, Culture, and Behavior**   3 Credits

This course explores the foundational aspects, theories, and models of organizational configuration used to analyze both the structural and behavioral dimensions of organizations. Students will examine topics such as the organizational life cycle, effective communication, planned change, organizational culture, power and politics dynamics, perceptions, attitudes, performance, motivation, and job satisfaction, as well as the challenges and strategies for leading diverse workforces. Prerequisites: GOL-500, GOL-505, GOL-510.

GOL-671   **Organizational Analytics**   3 Credits

Effective problem-solving and decision-making are required leadership skills in today's constantly changing organizations. Innovative methods are essential to compete and excel, regardless of industry. This course introduces processes to identify and analyze organizational issues, develop and assess potential solutions, and make the informed decisions needed to implement the appropriate solutions. Case studies are used to practice critical and divergent thinking, root-cause analysis, and decision-making theories and analytics. Prerequisites: GOL-500, GOL-505, GOL-510.

GOL-672   **Developing Strengths for Effective Leadership**   3 Credits
Many of the characteristics and qualities exhibited by the most effective leaders are not taught in formal education programs, yet they are needed to excel. This course introduces competencies not covered in other courses, addressing those skills required to develop, influence, execute, and self-manage. Topics include time management, emotional intelligence, creativity and innovation, coaching and delegating, and managing stress. Prerequisites: GOL-500, GOL-505, GOL-510.

GOL-680   **Leading Change and Managing Project Teams**   3 Credits
This course provides an overview of change theories and project management practices, emphasizing the challenges and opportunities when enacting organizational change and directing projects. Application of change management tools, research, and methodologies are considered, along with project planning, execution, and constraints. The skills required by change agents and project managers to work with, lead, and influence teams to achieve high quality results within organizations are also addressed. Methodologies are considered, along with project planning, execution, and constraints. The skills required by change agents and project managers to work with, lead, and influence teams to achieve high quality results within organizations are also addressed. Prerequisites: GOL-500, GOL-505, GOL-510.

GOL-681   **Conflict Resolution and Negotiation**   3 Credits
This course covers negotiation theories, strategies, and styles, addressing situations such as conflict management, mediation, investigation, and arbitration. Students will learn how to manage interpersonal conflicts so that it can be beneficial, rather than destructive. Prerequisites: GOL-500, GOL-505, GOL-510.

GOL-682   **Leadership Strategy, Integrity, and Ethics**   3 Credits
This course connects morality, ethics, and values with leadership and influence, providing a framework to identify, analyze, and resolve ethical issues in the workplace. The course also covers how leaders incorporate ethics into business strategies. Prerequisites: GOL-500, GOL-505, GOL-510.

GOL-690   **Capstone: Current Issues in Leadership**   3 Credits
This capstone course examines advanced leadership techniques and theories. The major focus of the course is the development of a strategic leadership plan in an area of the student's interest, for example, business, public administration, or non-profits. Emphasis is on expansion of concepts covered in prior classes and expectations for future environmental and organizational challenges. Prerequisites: GOL-500, GOL-505, GOL-510, GOL-660, GOL-671, GOL-672, GOL-680, GOL-681, GOL-682.