INTEGRATIVE LEADERSHIP COURSES
Department of Adult Studies

48-credit-hour Bachelor of Science major

LEAD 3000 – Adult Development & Life Assessment (3 credit hours)
This course introduces students to adult development theory and links these concepts to life through a process of individual reflection. Both classical and contemporary adult development theories are examined. These theories then provide the paradigm for self-analysis and life assessment — the basis for understanding individuals within organizations.

LEAD 3120 – Christian Communities & Vocation (3 credit hours)
A study of ways that faith within Christian traditions can be expressed through lay leadership in the church and through care for the common good. Models of servanthood, vocation, leadership, discipleship, and citizenship will be studied by focusing on foundational biblical texts. Historical understandings and contemporary expressions of these models will also be considered.

LEAD 4000 – Group and Organizational Dynamics (3 credit hours)
This course is a study of group behavior and how group functioning impacts organizational effectiveness, with emphasis on decision-making and conflict resolution. Students develop strategies for efficient and productive group management and determine which tasks are best handled within a group setting. This course is a study of group behavior and how group functioning impacts organizational effectiveness, with emphasis on decision-making and conflict resolution. Students develop strategies for efficient and productive group management and determine which tasks are best handled within a group setting.

LEAD 4100 – Communicating within Organizations (3 credit hours)
This course investigates the role of communication in creating a productive organizational environment. It aids students in developing and strengthening their communication skills by focusing on interpersonal, group, and presentation skills.

LEAD 3200 – Issues in Management (3 credit hours)
Students examine management control functions, strategic planning, and organizational structure and design. Also examined are motivational theory and its application to individual and group functioning in work and home situations. Leadership styles related to particular circumstances are analyzed. Negotiation concepts and skills are covered through readings and class practice, with an analysis of the effect on productivity.

LEAD 4400 – Personal Values & Organizational Ethics (3 credit hours)
Several major ethical theories are reviewed in this course. Students examine personal values through readings and workplace analysis to formulate management accountability, human rights, and a responsible lifestyle in the contemporary world.

CONCENTRATION COURSES – 12 hours total (9 credit hours in summer, 3 credits in the fall). See concentration info.

LEAD 4910 – Professional Seminar (3 credit hours)
This course helps learners to be professionally ready, whether re-entering the job market or bettering a career. It includes the completion of a professional portfolio which will include a professional picture, résumé, letters of recommendation, the learner’s leadership philosophy, strengths testing results, personal mission statement and final review of a service project. This course will also help learners to have experiential learning in that it includes networking, mock interviewing and evaluating, interviewing skills, service leadership, and creating a vision statement.

LEAD 4300 – Strategic Planning (3 credit hours)
This course introduces students to various management-planning models and techniques and applies these to business cases. It stresses the concepts of strategic planning and strategic management.
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LEAD 4900 – Leadership Seminar (3 credit hours)
This course focuses on the hard science of leadership as well as on the human relationships that must be developed if organizations are to fulfill their missions. This experiential module is intentionally designed for students to consider the development of leadership sciences, to learn the skills needed for effective leadership, and to work practically toward their own leadership potential through self-reflection.

LEAD 4550 – Organizational Diversity & Intercultural Competence (4 credit hours)
This course helps learners communicate successfully with people of other cultures. It includes diversity training, which often focuses on the social injustice often applied to inborn characteristics such as gender or skin color. This course will also help further explain cultural experiences and encourage intercultural competence by explaining terms, such as cultural savvy and appreciation, language literacy or fluency, adaptability, intelligence, and understanding. This course helps learners to become cross-culturally competent by offering an understanding of the culture-specific concepts of perception, thinking, feeling, and acting.

LEAD 4990 – Integrative Leadership Capstone (5 credit hours)
The research project is a major research effort designed to enhance knowledge in an area related to one’s work or community, to provide research skills, and to assist in effective decision-making. Statistical analysis concepts and methods assist the student in identifying a topic, collecting data, and measuring results. Each student gives an oral report of project findings.