

# ORGANIZATIONAL LEADERSHIP / MASTER OF ARTS

## Program Objectives

The 30-hour Master of Arts in Organizational Leadership program offers a contemporary and people focused course of study for students who seek to develop their leadership skills more effectively, bring the highest level of value to their organizations and grow their careers. The program integrates scholarship and professional practice to provide students with tools needed to succeed in today's complex organizations.

## Program Rationale

Workplace literature is centered on the theme of leadership. It is identified as the key to organizational effectiveness and success. Grounding its study in the social sciences, this program explores the complex understanding of both "leadership" and "organization," and prepares to bring these skills to the highest level of effectiveness in organizations. Further, students will choose industry-aligned micro-credentials. Each micro-credential option is directly aligned with industry bodies of knowledge and are direct pathways to specific industry credentials. At the end of this program, successful students will be able to:

1. Develop advanced knowledge of leadership theories and principles, and their application to a variety of organizational contexts.
2. Develop a deep understanding of ethics and social responsibility in organizational leadership, including issues related to diversity, equity, inclusion and belonging.
3. Enhance critical thinking and decision-making skills, particularly in complex organizational situations, using evidence-based research and analysis.
4. Develop an understanding of the principles and concepts of strategic systems thinking, including the ability to analyze and interpret complex systems.
5. Build effective communication and interpersonal skills to lead diverse teams, motivate and inspire others, manage conflict and foster a positive organizational culture.
6. Enhance self-awareness, emotional intelligence, and self-reflection skills to improve personal leadership effectiveness.
7. Create a Capstone (case analysis, paper, and presentation) which reflects workplace application and knowledge of organizational effectiveness.

## Program Design

The MAOL is a career-focused program designed for early career and more experienced professionals seeking upward career mobility or professionals who want to broaden their ability to lead and influence within diverse organizations, environments, and teams. Graduates will combine a set of leadership and management skills with a set of in-depth competencies from specific disciplines and sought-after industry credentials through the stacking of three micro-credentials.

Courses are offered on a 12-month basis in 8-week sessions (some summer sessions are 7 weeks). On-ground courses meet one evening per week at the Oak Brook campus. All courses are also offered online.

Courses are scheduled to allow students to enter the program at the beginning of any of the 8-week (or 7 week) course sessions throughout the year. The schedule is also designed to allow students to take time out from enrollment and re-enter as circumstances permit.

This program enables students to advance their academic preparation in the context of full-time commitments at work and home. It is designed for students whose personal and professional interests would be better served by an accelerated format.

Students must maintain an overall grade point average of 3.0 on a scale of 4.0 for continuation in the program.

No content or discipline-specific qualifying or comprehensive examinations are required. These competencies are acquired throughout the curriculum.

No foreign language is required.

Three categories of student enrollment are offered in the Master of Arts in Organizational Leadership program: full admission, provisional admission, and student-at-large.

## Good Academic Standing

See Good Academic Standing (<https://catalog.lewisu.edu/graduate/general-information/academic-policies/>).

## Academic Probation and Dismissal

See Academic Probation and Dismissal. (<https://catalog.lewisu.edu/graduate/general-information/academic-policies/>)

## Time Limitation for Completing Program

Candidates must complete all requirements within 7 years from the time of completion of their first graduate course at Lewis University. Students remain under the requirement of the catalog in effect at the time of matriculation unless they discontinue attendance for two consecutive years or more, in which case they will follow the catalog in effect upon their return.

## Graduation Requirements

1. Successful completion of 30 semester hours of credit.
2. Successful completion of at least 21 semester hours of graded credit completed at Lewis University.
3. Completion of required courses including
  - a. 6 courses or 18 credit hours of Core courses (Organizational Leadership Micro-credential);
  - b. 4 courses or 12 credit hours of 2 chosen stackable micro-credentials;
  - c. achievement of an overall GPA of at least a 3.0 (B) for all courses taken at Lewis University.
4. Students will be permitted to repeat a course only once. After an unsatisfactory second attempt, students will be subject to academic dismissal pending review by the Graduate Program Director.

## Requirements

### Degree Requirements

Code	Title	Hours
<b>Core Courses</b>		
ORGL 50900	Leadership: Theories, Practices and Context	3

ORGL 51200	Assessing Leadership Skills	3
ORGL 51900	Communication, Persuasion, Motivation, & Engagement	3
ORGL 53850	Leading Diverse Teams and Conflict Management	3
ORGL 59100	Ethics, Critical Thinking, and Decision Making	3
ORGL 59500	Capstone: Leadership and the Future	3
<b>Micro-credentials</b>		
Select two of the following micro-credentials:		12
Change Management Micro-credential (p. 2)		
ICF Level 2 Executive Coaching Micro-credential (p. 2)		
Organizational Consulting Micro-credential (p. 2)		
Strategic Human Resource Management Micro-credential/Micro-credential (p. 2)		
Training and Development Micro-credential (p. 2)		
<b>Total Hours</b>		<b>30</b>

### Change Management Micro-credential

**Micro-credential:** CMMC

Code	Title	Hours
ORGL 53100	Introduction to Change Management	3
ORGL 53200	Change Management Implementation	3
<b>Total Hours</b>		<b>6</b>

*Some courses may be offered online only.*

### ICF Level 2 Executive Coaching Micro-credential

**Micro-Credential:** COMC

Code	Title	Hours
ORGL 54600	Introduction to Professional and Executive Coaching	3
ORGL 54750	Coaching Methodologies, Assessments, and Research	3
<b>Total Hours</b>		<b>6</b>

The ICF Level 2 Executive Coaching Micro-credential follows the requirements set forth by the International Coaching Federation (ICF). While Lewis University does not provide a certificate upon completion of this concentration, it does prepare students who desire to obtain coaching certification. Students can obtain more information about this concentration from their advisor.

All courses in the ICF Level 2 Executive Coaching Micro-credential will be offered online and will require synchronous learning.

### Organizational Consulting Micro-credential

**Micro-Credential:** OCMC

Code	Title	Hours
ORGL 58100	Foundations of Organizational Consulting	3
ORGL 58150	The Business of Consulting	3
<b>Total Hours</b>		<b>6</b>

*Some courses may be offered online only.*

### Strategic Human Resource Management Micro-credential

**Micro-credential:** SHMC

Code	Title	Hours
ORGL 56200	Introduction to Strategic Human Resource Management	3
ORGL 56300	Fostering Civility, Equity, Inclusion, and Belonging in the Workplace	3
<b>Total Hours</b>		<b>6</b>

*Some courses may be offered online only.*

### Training and Development Micro-credential

**Micro-Credential:** TDMC

Code	Title	Hours
ORGL 57700	Introduction to Training and Development	3
ORGL 57800	Managing and Implementing Training and Development Initiatives	3
<b>Total Hours</b>		<b>6</b>

*Some courses may be offered online only.*

## Additional Admission Requirements

### Full Admission Requirements

Experience in the workplace is an essential resource for our applicants. Students seeking a graduate degree must fulfill the following minimal requirements:

1. Hold a baccalaureate degree from a regionally-accredited institution of higher education.
2. Submit official transcripts from all institutions of higher education previously attended.
3. Have a 3.0 undergraduate grade point average OR have an undergraduate grade point average of at least 3.0 (on a 4.0 scale) in the last 60 undergraduate hours OR possess a cumulative GPA of 3.0 based upon the completion of two 3-credit hour leadership graduate courses at Lewis University with no grade lower than B.
4. Complete a graduate application form, accompanied by a non-refundable application fee.
5. Submit an essay concerning one's personal and professional goals. (specific directions will be provided)

### Provisional Admission Status

Students who apply for full admission status and are deficient in one or more of the requirements for full admission (for example, having earned less than a 3.0 GPA at the conclusion of their baccalaureate degree) may be granted provisional status until those deficiencies are removed.

Deficiencies must be removed after 6 semester hours of graduate coursework (no more than 2 sessions) taken at Lewis University. Students will be informed in writing if provisional status is granted.

### Student-At-Large Status

A student-at-large is not a degree candidate. In order to be admitted as a student-at-large, the applicant must submit official documentation of a baccalaureate degree from a regionally-accredited institution of higher education and complete a modified application form. The

decision to admit an at-large student to graduate courses belongs to the Graduate Program Director, whose decision is based on an evaluation of the applicant's undergraduate coursework and possibly an interview. However, should the student decide to apply for full admission status at a later time, but within 5 years of course completion, only a maximum of 6 semester hours of graduate coursework completed as a student-at-large can be applied toward an advanced degree, and only courses with grades of B or better will count toward the degree.

## Transfer Procedures

Students may apply up to 9 semester hours of graduate-level work from a regionally-accredited institution. A transfer student must follow the criteria stated above for full or provisional admission. The following conditions apply to the acceptance of transfer credit:

1. Only courses with a grade of B or better will be accepted.
2. Coursework must have been completed within the last 5 years.
3. Appropriateness of coursework will be decided by the Organizational Leadership Department's Graduate Program Director at the time of the student's application to the program. Courses accepted for transfer credit must be similar to the courses in this program.
4. Courses from outside the United States will be considered if they are evaluated as graduate level by the Office of Admission or the Commission on Accreditation of the American Council on Education.
5. Credit for prior learning is not awarded for graduate courses.