

# ORGANIZATIONAL LEADERSHIP / CERTIFICATE

Today, as always, organizations large and small require leaders who are up-to-date on the latest practices for effective leadership. Once the theories of leadership are understood, they need to be applied to the workplace in an effective and skillful way. Leaders must engage in making critical decisions, leading efforts to change routines and policies, and motivating employees to do their best. Leaders must also negotiate between various parties and manage conflict. This certificate provides students with the opportunity to learn about and apply techniques that are foundational to effective leadership which encourage positive organizational practices and move organizations toward adaptable and contemporary outcomes.

## Objectives

This 18-hour Certificate in Organizational Leadership is an alternative to the complete Master of Arts in Organizational Leadership for students looking to build critical leadership skills. This certificate does not require a thesis. Students who earn the Certificate in Organizational Leadership will understand leadership theories and leadership as a social phenomenon, use critical thinking and decision-making skills to enhance leadership and organizational effectiveness, develop foundational notions of ethical leadership with a focus on Lasallian and Servant Leadership, and recognize the role of leadership in shaping organizational culture with particular emphasis on diversity, engagement, and self-reflection.

## Requirements

**Degree Offered:** Post Baccalaureate Certificate

**Total Credit Hours:** 18

## Curriculum

Code	Title	Hours
<b>Required Courses</b>		
ORGL 50900	Leadership: Theories, Practices and Context	3
ORGL 51200	Assessing Leadership Skills	3
Choose one of the following Options: <sup>1</sup>		12
Option 1 - Organizational Leadership Generalist Certificate (p. 1)		
Option 2 - Customized Certificate Micro-credentials (p. 1)		
<b>Total Hours</b>		<b>18</b>

<sup>1</sup> Some courses required for this certificate may be offered online only.

### Option 1 - Organizational Leadership Generalist Certificate

Code	Title	Hours
ORGL 51900	Communication, Persuasion, Motivation, & Engagement	3
ORGL 53850	Leading Diverse Teams and Conflict Management	3
ORGL 56300	Fostering Civility, Equity, Inclusion, and Belonging in the Workplace	3

ORGL 59100	Ethics, Critical Thinking, and Decision Making	3
<b>Total Hours</b>		<b>12</b>

### Option 2 - Customized Certificate Micro-Credentials

OPTION 2: Choose two of the following micro-credentials to customize your certificate (12)

#### 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 Micro-credential 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 Coaching 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.*