ORIGINATIONAL MGMT AND LDRSHP (OML)

OML 300  Group Dynamics and Organizational Culture 4 credits
In this course, students study group behavior and development, especially focusing on relationships of groups within organizations. Students examine organizational complexity, learn to analyze group and individual decision making techniques, determine various roles within organizational groups, and identify decision making skills and effective collaborative styles for efficient group management within the complexities of varying organizational cultures.

OML 310  Systems Theory and Organizational Behavior 4 credits
This course trains leaders to observe and manage patterns and relationships within the organizational system as a whole, especially the impact of individuals, groups, structure, and environment on motivation and decision making. Organizational Systems concepts are used to analyze organizational behavior, facilitate and manage change, and find creative ways for leaders to address unique organizational behavior issues in positive ways.

OML 320  Organizational Research and Decision Making 4 credits
This course explores basic research methodologies in the context of organizational management. Professional research articles are evaluated and analyzed with an emphasis on reading and understanding research. Basic statistical terms and concepts are taught and analyzed. Students also focus on the writing tasks of the research process. Many assignments dovetail with the synthesis project which is developed throughout the OML program, ending with OML 450.

OML 330  Strategic Planning and Project Management 4 credits
This course addresses the practical aspects of working with teams in a project environment. Students will learn the basics of strategic planning theories, effective project management, and applications that contribute toward organizational success, along with a functional application of project management software that helps manage the research project and other organizational challenges.

OML 340  Interpersonal and Intercultural Communications 4 credits
This course explores interpersonal and organizational communication strategies and interpersonal relationship skills essential for creating a productive work environment in the diverse intercultural and global setting of the United States. Students explore language, non-verbal communication, context, constructive dialog, and global and multicultural implications of effective communication on an organizational setting as they explore the values, beliefs, customs and perceptions represented in various kinds of multi-cultural themes and create effective communication models.

OML 410  Financial and Strategic Leadership 4 credits
This course explores major concepts of corporate finance within an organizational context, including basic accounting terms, budgeting, the time-value of money, and global considerations. Students learn to use standard financial tools that allow accurate business assessments leading to effective financial decisions important for leaders and managers in any organization. Financial analysis and strategic planning integrate in a culminating case study.

OML 420  Personal and Organizational Management and Leadership 4 credits
Students examine key elements of management and leadership theory, including planning, organizing, motivation, feedback, and accountability. Students will analyze management and supervision styles and techniques to develop creative solutions to personal and organizational issues.

OML 430  Innovative Marketing 4 credits
Students use market research skills and the Five P’s of Marketing (place, price, product, promotion and people) as the context for understanding and researching customer needs and wants, advertising, branding, and market niches, all leading up to the development of a Marketing Plan.

OML 440  Applied Synthesis Project 4 credits
This course is the culmination of the synthesis project that has been developed throughout the program. Students submit their complete written synthesis project and give a formal presentation of the project’s content to the instructor and the cohort.

OML 450  Personal and Organizational Values and Ethical Leadership 4 credits
In this final capstone course, students explore and assess their personal value systems, organizational mission and values, and diverse global characteristics, and explore their moral and ethical base to develop strategies for leading and managing from that ethical foundation in a Christian and secular context.

OML 452  Managing Talent and Organizations 4 credits
Learn the fundamentals of how people contribute talent and capabilities to work as an interconnected organizational unit. Examines key elements of organizational management theory, including planning, organizing, motivation, feedback, and accountability. Explores a range of management and supervision styles and techniques that contribute to creative solutions to personal and organizational issues. (Prerequisites: Minimum grade of C- in BUS 380)

OML 454  Change Management and Decision Making 4 credits
Explore basic research methodologies for use in organizational change management. Learn to identify and analyze root causes and symptoms, focusing in on the characteristics of each. Develop skills in reading, analyzing, and understanding the application of research as it relates to making successful organizational change and aiding in the decision making process. Apply creative problem solving based on solid organizational research to the major’s capstone project and for future organizational applications. (Prerequisites: Minimum grade of C- in BUS 380)

OML 456  Systems Theory and Strategic Planning 4 credits
Gain insight into the foundational components of an organization as a complex system of interacting people and dynamics. Learn to observe and manage patterns and relationships within an organizational system, especially the impact of individuals, groups, structure, and environment on motivation and decision making. Explore how systems concepts can be used to analyze organizational behavior, facilitate change, and find creative ways for leaders to address unique organizational behavior issues. Learn the basics of strategic planning. (Prerequisites: Minimum grade of C- in BUS 380)
OML 458 Communicating Across Organizations and Cultures 4 credits
Explore interpersonal and organizational communication strategies essential for creating a productive work environment in diverse intercultural and global settings. Examine the importance of dynamics of language, non-verbal communication, context, constructive dialog, and the global and multi-cultural implications of effective communication on an organizational setting. Gain skills to analyze the values, beliefs, customs, and perceptions represented in various kinds of multi-cultural themes to create effective communication models. (Prerequisites: Minimum grade of C- in BUS 380)

OML 460 Ethical Leadership Solutions 4 credits
Examine the relationship of personal values, beliefs, and an ethical core as a critical component of professionalism. Explore the role of values and ethics in organizational change, mission development and implementation, and decision making. Develop a basic use of primary and secondary data sources as relevant components of organizational decisions. Learn the role of critical reflection on research, ethics, leadership, and the decision-making process. Students submit a final capstone paper. Students must hold senior standing and have successfully completed all other program course requirements before registering for this course. (Prerequisites: Minimum grade of C- in OML 452, OML 454, OML 456, and OML 458)

OML 488 Independent Study 1-4 credits