

# MANAGEMENT AND LEADERSHIP (MAL)

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**MAL 402 Team Leadership 4 credits**

Learn how team functions affect organizational effectiveness. Through hands-on team exercises, practice developing team culture, decision-making, increasing productivity, providing critical feedback, and resolving conflict in groups. Students develop strategies to lead and build productive teams. (Prerequisite: Minimum grade of C- in BUS 380 or HRM 382)

**MAL 404 Leading Change 4 credits**

Develop the skills needed to support innovation and improvement in organizations. Design an organizational change plan, create a vision, manage the communication, and identify the barriers to effective implementation of the change. Explore the impact of change on the day-to-day work experience of organizational members, and discover how culture, management philosophy, and individual performances are influenced by change. (Prerequisite: Minimum grade of C- in BUS 380 or HRM 382)

**MAL 406 Project Management 4 credits**

Enhance leadership skills by applying effective project management tools and techniques to initiate, plan, execute, monitor, control, and close a project. Practice project management leadership techniques that will help teams meet organizational goals. Topics include project scope, cost, time, integration, quality, communication, risk human resources, and procurement management. (Prerequisite: Minimum grade of C- in BUS 380 and MAL 402)

**MAL 408 Conflict Management and Negotiations 4 credits**

Develop strategies to manage organizational conflict effectively and lead collaborative negotiations. Learn how positive dialog and effective communication can change organizational conflict from destructive to constructive. Master the art of win/win collaborative negotiations while preserving relationships using principled dispute resolution strategies. Improve negotiating skills by practicing strategies and tactics to conduct collaborative and competitive negotiations. (Prerequisite: Minimum grade of C- in BUS 380 or in HRM 382)

**MAL 410 Strategic Planning Capstone 4 credits**

Learn to construct a strategic plan for a business aligning the vision, mission, and strategic objectives, while developing concrete action plans for success. Incorporate performance analysis using strategic decision making tools and write recommendations that reflect critical and ethical thinking. This course brings the skills, tools, and analysis learned throughout the program together into a culminating capstone project. (Prerequisite: Minimum grade of C- in MAL 404 and MAL 406)