

MANAGEMENT AND LEADERSHIP (MAL)

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 MAN 301 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 MAN 301 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 MAN 301 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 MAN 301 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; thus, this course should be taken at the completion of the major. (Prerequisite: BUS 388, ACC 201 or ACC 384, and a minimum grade of C- in at least two 400-level courses in the major.)