

Masters in Organizational Leadership

Overview

The Organizational Leadership Masters degree program provides students with opportunities to develop leadership skills that can be applied to business, government, nonprofit, or educational setting. Includes instruction in organizational planning, dynamics of leadership, communication, creativity and innovation, team building, conflict resolution and mediation, communication and other management skills. Students will not only grow as professionals through action-based learning, but they also make a positive impact on their communities and workplaces through a practical application of cumulative skills. After completing the program, successful students will be able to: 1) demonstrate knowledge and application of principles, theories, and concepts of leadership within organizational settings; 2) demonstrate critical intellectual skills including: critical thinking and analytical reasoning; ethical reasoning; and communicative fluency; 3) apply teamwork, leadership, and communication skills to work effectively with people from diverse backgrounds; and 4) demonstrate integration of their knowledge and skills by engaging with and responding to civic, social, environmental and economic challenges at local, national and global levels.

Rationale

Demand for Leadership Development

According to the Global Human Capital Trends 2014 survey published by Deloitte University Press, “Companies face an urgent need to develop leaders at all levels—from bringing younger leaders online faster to developing leaders globally to keeping senior leaders relevant and engaged longer.” Research shows that the foundational and new leadership skills that are in high demand include: collaboration and team building, global cultural agility, driving creativity and innovation, and influence and inspiration (Global Human Capital Trends, 2014).

Potential Market

Data from the Leadership Development Factbook® (2012) suggests the industry of leadership development represents a \$14 billion marketplace. Furthermore, high-impact companies in the United States spend more than \$3,500 per person each year to develop mid-level leaders and over \$10,000 to develop senior leaders. A market analysis exploring the viability of WOU offering an Organizational Leadership Masters degree indicated that the limited competition in WOU’s market, WOU’s presence as a public university, and its proximity to the state capital gives this program a strong likelihood of growing graduate enrollment for WOU.

Program Structure

The coursework within the Masters Degree program will be embedded within two certificate programs: an operational leadership certificate and an executive leadership certificate. To receive the Masters degree, students must complete the coursework for both certificates at the graduate level (e.g., 500 and 600 level courses) as well as complete the exit requirement of a work action project.

Operational Leadership Certificate

Qualified students may earn an Operational Leadership Certificate either as part of the Masters degree program or as a standalone certificate. The Operational Leadership Certificate is designed to equip students with the critical capabilities and skills needed to assume entry-level leadership positions (e.g., managers and supervisors of individual contributors, first-level managers, or people who have been recently promoted to a management role). Students will earn the certificate by completing the Operational Leadership core courses. This certificate may be earned at either the undergraduate or graduate level (undergraduate course work e.g., 400-level courses, will not count towards the Masters degree).

Executive Leadership Certificate

Qualified students may earn an Executive Leadership Certificate either as part of the Masters degree program or as a standalone certificate. The Executive Leadership Certificate is designed to equip students with the critical capabilities and skills needed to assume top-level leadership positions. The certificate is designed to help people who want to assume top-level leadership roles to build knowledge and skills in the areas of: leading change; leading people; driving results; business acumen; and building coalitions. Students will earn the certificate by completing the Executive Leadership core and elective courses.