

# Management & Organizational Leadership

Management & Organizational Leadership integrates the various business disciplines and provides students with a strong background in management theory, organizational development, and decision making in the business environment.

## The Concentration

Students majoring in another business discipline may add a Management & Organizational Leadership concentration. The concentration requires six semester hours in addition to the undergraduate core curriculum and major curriculum.

### Required Courses (choose two):

- BUAD 435 Teams: Design, Selection & Development (3 cr)
- BUAD 437 Change Mgt. & Org. Transformation (3 cr)
- BUAD 438 Leadership (3 cr)
- BUAD 442 Psychology of Decision Making (3 cr)

## The Minor

Non-business majors may pursue Management & Organizational Leadership as a minor. The minor requires 18 credits of coursework.

### Required Course:

- BUAD 317 Organizational Behavior & Management (2 cr)

### Management Electives (choose three):

- BUAD 435 Teams: Design, Selection & Development (3 cr)
- BUAD 436 Business & Society (3 cr)
- BUAD 437 Change Mgt. & Org. Transformation (3 cr)
- BUAD 438 Leadership (3 cr)
- BUAD 442 Psychology of Decision Making (3 cr)

### General Business Electives (choose seven credits):

Choose from: BUAD 150, BUAD 203, and business courses numbered 300 and above. Foundation Semester courses (BUAD 311, 323, and 350) require special permission from the Undergraduate Business Program Office.

## Employment Opportunities

Organizational leaders are in demand. Check out a sampling of professional opportunities that look for this competitive skill set.

### Amerigroup

*Leadership Development Program*

### Booz Allen Hamilton:

*Organizational Change Management/  
Strategy Transformation*

### Norfolk Southern

*Management Programs*

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<http://wm-csm.symplicity.com>*

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THE UNDERGRADUATE PROGRAM

## Course Descriptions for Management & Organizational Leadership

### **317. Organizational Behavior & Management.**

*Fall and Spring (2) Carboni, Solomon.*  
This course develops the ability to recognize and manage human and behavioral factors in work settings. Topics include: individual differences, group dynamics, motivation and an introduction to organizational structure and leadership.

### **435. Teams: Design, Selection & Development.**

*Spring (3) Wilson. Prerequisite: BUAD 317 or equivalent.*  
This course is designed to develop the knowledge and skills to enable students to improve the performance of most teams. Working in teams has become the norm in most organizations yet most people have many misconceptions about what makes groups effective. Groups can be exhilarating or maddening. This course will cover work in a variety of teams including: project teams, self-directed teams, research teams, consulting teams, and multinational teams. Topics include: team design, principles of selection, team performance management and rewards, managing transnational teams, and team facilitation.

### **436. Business & Society.**

*Spring (3) Staff. Prerequisite: Junior standing.*  
This course explores the complex relationship between business and the wider social context in which it operates and the challenges leaders face in balancing their economic, ethical, legal and citizenship responsibilities to their various stakeholders. In this era of 'globalization' corporations may be as large as nations in terms of economic and social impact. Topics include: corporate social responsibility, and citizenship, ecological and natural resource concerns, business-government relations, technological change, public relations, and corporate governance.

### **437. Change Management & Organizational Transformation.**

*Fall (3) Slade. Prerequisite or Corequisite: BUAD 317 or consent of the instructor.*  
The course will focus on effective process design, change management, and transforming the organization through changes in process, people, and technology. Topics will include stakeholder analysis, goal/strategy alignment, generating buy-in, effectively informing processes, performance measurement and incentives.

### **438. Leadership.**

*Fall (3) Slade. Prerequisites: BUAD 317, Senior standing.*  
This field-based course is designed to develop the ability to work with and through others in order to make effective contributions as a member of an organization. This course emphasizes developing a leadership orientation, understanding critical leadership issues and developing appropriate leadership skills.

### **442. Psychology of Decision Making.**

*(GER 3) Fall (3) Langholtz.*  
*Prerequisites: BUAD 231 or the equivalent and Senior standing.*  
An examination and analysis of the cognitive factors that aid or hinder choosing alternative courses of action. The major emphasis will be on psychological processes underlying choice and judgment. Applications to business decision and policy making will be considered. (Cross-listed with PSYC 442.)