

# ORGANIZATIONAL LEADERSHIP GRADUATE CREDIT CERTIFICATE PROGRAM

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## Learning Outcomes

1. Understand the individual, group, and organizational level drivers of behavior with an emphasis on discrimination and biases, motivation, decision making, communication, and organizational culture.
2. Recognize ethical issues, identify stakeholders affected by decisions and actions, analyze an ethical dilemma by applying multiple ethical theories and formulate a plan of action for resolving it.
3. Understand how leaders manage people and organizations to achieve effective and ethical performance and vary their leadership approaches in response to situational demands
4. Recognize negotiation situations, understand how negotiation works, and determine when to seek a negotiated agreement.
5. Know how to prepare for and take part in negotiations and obtain successful results.
6. Understand the fundamental theories and models of change processes, types of organizational change and the basic models for organizational structure, as well as the relationship between structure, culture, and management practices).