COURSE DESCRIPTIONS

MASTER OF SCIENCE LEADERSHIP STUDIES

MSLS 501 – Foundation in Leadership Research
This course introduces foundational concepts essential for success in the Master of Science in Leadership Studies. Students develop critical thinking skills through metacognitive inquiry, evaluation of literary sources, and review of literature techniques. Emphasis is placed on digital literacy tools, library research, and academic writing following APA style guidelines. The course examines leadership intelligence, ethical standards, virtues, and common barriers to effective leadership. (Prerequisite course to enter the MSLS Program)

MSLS 502 – The Evolution of Leadership Theory
This course explores the historical roots of modern leadership theory and practices. Research of political, economic, social, technological, legal, and environmental (PESTLE) factors that led to the forming of specific leadership theories. Emphasize understanding the context of leadership theories and then applying that context to one's environment.

MSLS 503 – Primal, Resonant, and Dissonant Leadership
This course evaluates personal leadership theories and research. Students explore the meaning and impact of self-awareness to effectively lead their own actions and behaviors, as well as those of others, in global organizations. Students take leadership inventories and use validated leadership instruments for self-reflection and improvements in their personal leadership attitudes, actions, and behaviors. The course examines behavioral competencies needed for success in the enterprise. Evaluations of emotional, social, and cognitive intelligence will establish the practical underpinnings of primal, resonance, and dissonance leadership.

MSLS 504 – Leadership Communication
Students explore the impact of leadership communication in contemporary global organizations. The course content is designed to teach students effective leadership communication, encompassing the human, contextual, and technical aspects of an organization impacted by technology and other external forces. The course content emphasizes the research and analysis of strategic communication, enabling students to understand how, what, why, when, and by what means leaders effectively communicate. The application of various essential communication tools to visually display communication data is part of the experiential design of the course. Students practice communicating across cultures through innovative assignments that feature creative communication tools.

MSLS 505 – Leading Change
This course is an analysis of the internal and external organizational forces affecting change. Students explore change theories to examine planned and unplanned changes impacting organizations. Topics include evaluating the change process, assessing the need for change, involving stakeholders in the change process, communicating the need for change, risk management, and developing strategies for managing and leading change.

MSLS 606 –Organizational Leadership and Followership
This online, asynchronous course evaluates organizational leadership and followership theories and research. Students study the design and climate of various organizational environments structured by the dyadic relationships between leaders and followers. Students examine the micro, meso, and macro levels of organizations to discover the types of workers prevalent in the contemporary global workplace. Topics include organizational design factors and theories, organizational culture, principles of organizational development, followership theory and its impact on organizational leadership, and leadership skills in planning, organizing, and supporting organizational activities for various sizes and types of organizations.

MSLS 607 – Decision Science for Leaders
The content of this course is designed to enable students to examine leadership decision-making in organizations. Students apply critical thinking, appreciative inquiry, and metacognitive techniques to assess and implement effective leadership decisions within organizations and global communities. Course content is designed for students to analyze and visually display decisions supported by data. Students develop strategies based on informed, relevant information and data. They examine data literacy, the decision-making process, and the use of analytics to inform decisions.

MSLS 608 – Adaptive Leadership
The study of the volatile, uncertain, complex, and ambiguous (VUCA) contemporary workplace is central to the studying in this course. Historical and modern leadership theories and practices, including complex adaptive leadership, are examined to determine current, future, and idealistic leadership actions and behaviors that drive and survive VUCA instances. Students design risk assessments for leaders to consider in various enterprises. Evaluating how to anticipate organizational challenges, identifying critical success factors, and prevent barriers to implementing viable action plans is crucial for achieving student learning outcomes.

MSLS 609 – Organizational Reliability and Resilience
The content of this course examines the actions and behaviors of leaders and organizational stakeholders in the context of High-Reliability Organizations (HROs). An in-depth study of the thinking and actions of reliable and resilient leaders, individuals, and organizational constituents is examined in the contemporary workplace to promote innovation, crisis management, and disruption management and create a culture of resilience in an inclusive workplace with diverse workers.

MSLS 610 – Graduate Leadership Capstone
This course is a service-learning project that enables students to demonstrate mastery of lessons and learning outcomes aligned with the Master of Science in Leadership Studies program outcomes. Reflective and experiential assignments demonstrate students' proficiency in the MSLS coursework and program outcomes that impact people, communities, and organizations.