Organizational Leadership (ORGL)

Courses

ORGL 185. Independent Study. 0.25 to 1 Units.

ORGL 190. Portfolio. 0.0 Units.

ORGL 300. Reflections on Complex Problem Solving. 1 Unit.
Students will discern, schematize, and evaluate reasoning in its various guises. Students will learn to identify and distinguish theoretical and practical reasoning, and will develop abductive reasoning skills, which will enable them to address complex problems methodologically. Co-requisite: ORGL 398.

ORGL 301V. Reflections on Community: Citizenship and Leadership. 1 Unit.
In this class, students engage past experiences and develop new skills of narrative and theoretical reflection. Students explore citizenship and leadership by placing personal experiences with citizenship and leadership in context and challenging pre-existing assumptions about communities through theoretical engagement. Upon completion, students will be able to critically reflect on, integrate, and apply learning and experience of citizenship and leadership. Prerequisites: ORGL 300, ORGL 398. Co-requisite: ORGL 399.

ORGL 305. Human Relations, Leadership, and Teamwork. 1 Unit.
This course will introduce students to the significance of human relations and interpersonal dynamics in organizational management, leadership and team contexts. Additionally, significant focus will address the characteristics and practices that define effective leadership in multiple and varied organization contexts. Lastly, students will learn the centrality of teamwork to organizational effectiveness and through team activities learn how to be productive team leaders and members.

ORGL 310A. Leadership in Literature and Film. 1 Unit.
This course will consider themes that emerge to discern organizational applications such as strategy, empowerment, decision making, conflict resolution, vision, and adaptive change. The goal of the course is to demonstrate that there is great value in reflection on cumulative human experiences as captured in the humanities, and these experience have very real applications to organizations and their workforces.

ORGL 319V. Health and Wellness. 1 Unit.
Being a leader is demanding and time consuming. With long days and a full schedule, busy people often do not give proper attention to their health and well-being, but this can lead to burnout and sickness that thwarts productivity and undermines potential. A leader must also think about the health and well-being of the organization. An unhealthy organization can undermine the organization’s mission and cause widespread problems amongst the people in the organization. This class will examine the wellness issues in our society for both individuals and organizations and explore ways to improve and maintain mental and physical health.

ORGL 330V. Advancing Equity and Social Justice. 1 Unit.
Recognizing that the 21st century workforce is increasingly becoming more global and interdependent, affirming diversity and advancing social justice are essential to the health and sustainability of organizations. This course explores theoretical and experiential frameworks for understanding social oppression and liberation, beginning with the development of critical personal awareness through reflective inquiry. This course provides students with opportunities to build and deepen knowledge, skills, and the ability to lead for equity and social justice. As organizational leaders grappling with social justice issues, students will explore diverse identities, perspectives, and positionalities through dynamic readings, discussions, field experiences, and a variety of assignments including case studies and collaborative applied learning projects. Systems of advantage and disadvantage in the United States, specifically power dynamics and issues of race, ethnicity, class, sexuality, gender, language, religion, ability, age, and immigration status will be examined. While considering complex diversity issues and the impact of intersectionality across a variety of organizational contexts, students will inquire into building pathways of resisting oppressive mechanisms and developing strategies to create sustainable social change.

ORGL 360V. Leading Diversity in Workplace. 1 Unit.
In this course, students will gain a comprehensive understanding of diversity as it applies to team dynamics, cultural change and strategic planning. Students will learn to identify the realities of developing and implementing diversity initiatives for the organization and the workforce. Junior Seminar.

ORGL 361V. Advancing Equity and Social Justice. 1 Unit.
Recognizing the 21st century workforce is increasingly becoming global and interdependent, affirming diversity and advancing justice are essential to the health of organizations. This course explores frameworks for understanding oppression and liberation, systems of advantage and disadvantage in the United States, specifically power dynamics and the intersectionality of identities, and multidisciplinary strategies to create and lead for sustainable social change. Writing enhanced course.

ORGL 390. Special Topics. 1 Unit.

ORGL 398. Research Foundations for Understanding. 1 Unit.
Because we live in a world in which multiple perspectives compete for our attention and our value, this writing enhanced course concentrates on synthesizing those perspectives while maintaining an understanding for their differences. Co-requisite: ORGL 300. Writing enhanced course.

ORGL 399. Research and Writing About Experience. 1 Unit.
In this writing enhanced course, students will advance their research and writing skills as they examine their own personal and professional experience within the context of academic and professional disciplines. Prerequisites: ORGL 300 and ORGL 398. Co-requisite: ORGL 301. Writing enhanced course.
ORGL 490. Organizational Leadership. 0.5 to 1 Units.

ORGL 497. Change Leadership in Today's Organizations. 1 Unit.
Today's organizational leaders are constantly challenged by a changing workplace. Changing workforce demographics, globalization, increased shareholder and customer expectation, and the impact of technology requires effective leaders to become proactive change agents. This course will introduce leadership strategies for addressing resistance to change, models for designing a change plan and tools for implementing an organizational change initiative.

ORGL 498. Current and Future Trends in Organizational Leadership. 1 Unit.
This course will explore some of the more prominent leadership theories, both past and present, analyze what makes a good leader, and discuss where the future of leadership studies might be headed. This class will not only provide a theoretical foundation of leadership but develop students' practical leadership skills as well.

ORGL 499. Capstone in Organizational Leadership. 1 Unit.
This capstone course provides students the opportunity to observe, critique, and practice knowledge gained in the study of organizational leadership. Students will demonstrate what they have learned throughout their organizational leadership program and apply it in real-world organizational problems. Students apply leadership skills in areas of decision making, determining strategic direction, managing organizational change, and ensuring ethical operations of organizations.