Management (MGMT) Courses

MGMT1001 Contemporary Business Management I
This course provides students with the fundamental understanding of business, management and the different disciplines within business. The history of management and the evolution of organizations are examined. The course addresses the different functions of business and management while identifying the impact of business strategy and ethics on stakeholders. Integral to this course is career exploration and development of professional interest. (OL)
Offered at Charlotte, Denver, North Miami, Online, Providence, Providence CE 4.5 Quarter Credit Hours

MGMT1002 Contemporary Business Management II
This course provides students with the opportunity to apply business knowledge within the context of simulations, business projects and/or business cases while developing personal and professional planning skills, as well as written and oral communication skills. The appropriate use of decision-making frameworks and best practices to stimulate creativity and innovation are reviewed. Students are introduced to the concepts and skills associated with management, group facilitation, team development and leadership as applied to contemporary business issues.
Prerequisite(s): MGMT1001. (OL)
Offered at Charlotte, Denver, North Miami, Online, Providence, Providence CE 4.5 Quarter Credit Hours

MGMT2001 Human Resource Management
This foundation course provides students with knowledge, skills and understanding of human resource management and workforce development. Students learn about major human resource functions and how each impacts the performance of the organization. Organizational psychology and management research informs students' understanding of how best to manage human resource functions.
Prerequisite(s): FSM1001 or HOSP1001 or MGMT1001 or SEE1001. (HY) (OL)
Offered at Charlotte, Denver, North Miami, Online, Providence, Providence CE 4.5 Quarter Credit Hours

MGMT2020 Organizational Behavior
This course surveys current concepts regarding organizational and behavioral theory. Focus is on the roles of individuals and teams and their impact on the contemporary business environment. Students explore how leaders and employees act and react to various challenges. A particular emphasis is placed on employee development in an ever-changing, global work environment. Topics include learning, motivation, leadership, communications, interpersonal relationships, personality and culture, and their impact on job performance, organizational commitment and organizational performance.
Prerequisite(s): Sophomore status. (OL)
Offered at Charlotte, Denver, North Miami, Online, Providence, Providence CE 4.5 Quarter Credit Hours

MGMT2030 Operations and Supply Chain Management I
This course acquaints students with the fundamentals of operations and supply chain management in both the manufacturing and service sectors. The course recognizes the changing face of operations from an internally focused supportive function to a strategic part of the enterprise value chain. Topics include the supply chain model, product and process design, project management, process analysis, total quality management, and sustainability.
Prerequisite(s): MGMT1001, sophomore status. (OL)
Offered at Charlotte, Denver, North Miami, Online, Providence, Providence CE 4.5 Quarter Credit Hours

MGMT2040 Purchasing and Supply Chain Management
This course examines the dynamic field of production and the management of the entire supply chain. Major areas of study include purchasing's role in the organization, global sourcing, new models for supplier involvement and management, and new product development. The role of purchasing and total quality management is a pervasive theme throughout the course. Students are exposed to the theoretical and practical issues to prepare them for the National Association of Purchasing Managers (NAPM) certification exam.
Prerequisite(s): ENTR1001 or MGMT1001.
Offered at Charlotte, Denver, North Miami, Providence, Providence CE 4.5 Quarter Credit Hours

MGMT3005 Workforce Planning and Deployment
This course explores the human resource processes of workforce planning, including sourcing, recruiting, hiring and retaining and mobilizing talent within the organization. Subtopics include developing and evaluating sources of talent, succession planning, and the legal environment's impact on such managerial actions.
Prerequisite(s): MGMT2001. (HY) (OL)
Offered at North Miami, Online, Providence, Providence CE 4.5 Quarter Credit Hours

MGMT3015 Labor Relations
This course explores labor relations within organizations and the processes used to clarify and manage relationships with employees, specifically in unionized environments. Emphasis is on assessing how union, governmental and workforce policies, practices, history and functions relating to labor management in the public and private sectors affect business and human resource management.
Prerequisite(s): MGMT2001. (OL)
Offered at North Miami, Online, Providence, Providence CE 4.5 Quarter Credit Hours

MGMT3030 Managerial Technology
This course surveys the relationship of technology with the managerial process, strategic competitiveness, operational effectiveness and the business enterprise. The course explores technologies typically available to business managers, and how these technologies can be leveraged to increase organizational and professional success. Students are also exposed to approaches and managerial practices through demonstrations, case studies, simulations and experience-based exercises.
Prerequisite(s): FIT1003 or FIT1040, MGMT2030. (HY) (OL)
Offered at Charlotte, Denver, North Miami, Online, Providence, Providence CE 4.5 Quarter Credit Hours

MGMT3035 Operations and Supply Chain Management II
This course expands on students' knowledge of operations and the supply chain by introducing students to qualitative and quantitative methodologies used by operations and supply chain professionals. The course covers key concepts in the areas of forecasting, capacity, utilization, scheduling, inventory management, and planning including MRP and ERP. Students apply these concepts and their associated methodologies to common problems faced by organizations.
Prerequisite(s): MATH1035, MGMT2030. (HY) (OL)
Offered at Charlotte, North Miami, Online, Providence, Providence CE 4.5 Quarter Credit Hours

MGMT3040 Process and Quality Management
This course thoroughly examines the concept of quality management as well as tools and approaches used to manage quality improvement efforts in organizations. Students are exposed to the theoretical and practical issues to prepare them to initiate quality and process improvements in their business careers, suitable for operations management and other functional professionals.
Prerequisite(s): MGMT2030, MATH2001. (HY) (OL)
Offered at Charlotte, Denver, North Miami, Online, Providence, Providence CE 4.5 Quarter Credit Hours

MGMT3045 Logistics
This course acquaints students with the basic concepts of product distribution and the terminology used in the logistics field. The course recognizes the changing face of logistics from an internally focused supportive function to a strategic part of the enterprise value chain. Students learn the process of planning effective product distribution and discuss methods of transportation and traffic management techniques. Emphasis is on the following major areas: the supply chain model, product and process design, project management, inventory and inventory management, warehouse management, global logistics and sustainability and risk management.
Prerequisite(s): MGMT2030. (HY) (OL)
Offered at Denver, North Miami, Online, Providence, Providence CE 4.5 Quarter Credit Hours
MGMT3050 Compensation, Benefits and Total Rewards
This course explores the dynamic profession of compensation, benefits and total rewards management. Topics are explored through the perspective of the human resources professional, which provides a view of the ever-changing world of employee reward development, government and regulatory changes, and expectations of both the employer and employee in a competitive business arena.
Prerequisite(s): MGMT2001. (HY) (OL)
Offered at Charlotte, Denver, North Miami, Online, Providence, Providence CE 4.5 Quarter Credit Hours

MGMT3055 Procurement
This course acquaints students with the basic concepts of purchasing and supply chain management. Emphasis is on the organization and operation of the procurement department, principles and procedures in purchasing processes, strategy, and planning (ERP, MRP, WMS, etc.). This course covers price considerations, quality, commodity management/sourcing, the negotiation process, legal aspects in purchasing, social responsibilities/ethics, supplier selection, supplier management and e-commerce/technology management.
Prerequisite(s): MGMT2030. (OL)
Offered at Denver, Online, Providence, Providence CE 4.5 Quarter Credit Hours

MGMT3060 Training and Development
This course explores training and development in a competitive global business environment. The course reviews research findings that support training and development as an essential component of effective business performance. Students explore the relationship between business strategy and strategic training and development, as well as the relationship between learning theory and effective training and development. Students design and deliver training in the classroom setting.
Prerequisite(s): MGMT2001. (HY) (OL)
Offered at Charlotte, Denver, North Miami, Online, Providence, Providence CE 4.5 Quarter Credit Hours

MGMT3070 Special Topics in Human Resource Management
This course is a forum for special issues and emerging areas within the field of human resource management. Students examine current research and commentary on the selected special topics. Practical skill exercises (such as in-class exercises), case studies, site visits and visiting experts in the field enhance learning. Students apply theory and concepts from earlier coursework, and benefit from the opportunity to think critically and assess current human resource issues.
Prerequisite(s): Two of the following: MGMT3005, MGMT3035, MGMT3050, MGMT3060. (HY) (OL)
Offered at Charlotte, North Miami, Online, Providence, Providence CE 4.5 Quarter Credit Hours

MGMT4001 Process Planning and Control
This course offers a quantitative approach to operations and supply chain management problems. Key areas of focus include the management of waiting lives, forecasting, inventory, location/scheduling and project management. Particular emphasis is placed on the application of tools and techniques to solve problems such as linear programming and other methodologies widely used in business settings.
Prerequisite(s): MGMT2030 or MGMT3035, MGMT3040. (HY) (OL)
Offered at Charlotte, North Miami, Online, Providence, Providence CE 4.5 Quarter Credit Hours

MGMT4020 Strategic Management
This course provides students with the fundamentals of business strategy. The first part of the course addresses environmental analyses and the tools used to assess these environments. The second part of the course addresses the different strategies a firm may choose at both the firm- and business-unit level, and how the chosen strategic position is strengthened through internal alignment. The third part addresses the theories behind developing sustainable competitive advantage. Leadership and corporate ethics are also discussed.
Prerequisite(s): Senior status. (HY) (OL)
Offered at Charlotte, Denver, North Miami, Online, Providence, Providence CE 4.5 Quarter Credit Hours

MGMT4030 Senior Business Capstone
This capstone course requires students to synthesize knowledge gained from previous coursework in business strategy, operations, finance, production, marketing, information technology, human resource management and corporate social responsibility to make decisions in a simulated business environment.
Prerequisite(s): MGMT4020, senior status. (HY) (OL)
Offered at Charlotte, Denver, North Miami, Online, Providence, Providence CE 4.5 Quarter Credit Hours

MGMT4045 Beverage Industry Capstone
This senior-level capstone course allows students to synthesize business information from previous classes to develop and evaluate decisions given multiple options and changing market conditions within the beverage industry. Using a variety of teaching methods, including the case study approach, realism is introduced to improve students’ critical thinking and decision-making abilities. Beverage-industry-specific approaches to business functions, ethics and the legal environment are also be incorporated.
Prerequisite(s): MGMT4020, senior status.
Offered at Charlotte, Denver 4.5 Quarter Credit Hours

MGMT4050 Contemporary Issues in Operations and Supply Chain Management Strategy
This course examines the operations and supply chain function as an organization’s source for developing a sustainable, competitive advantage. The concept of operations is viewed from the perspective of the firm’s entire value chain. The impacts of technology, globalization and contemporary issues are examined in depth. Through the use of business cases and/or simulations, students apply operations management techniques and tools to determine strategies and make operational and supply chain decisions.
Prerequisite(s): MGMT4020, senior status. (HY) (OL)
Offered at Charlotte, North Miami, Online, Providence, Providence CE 4.5 Quarter Credit Hours

MGMT4070 Strategic Human Resource Management
This capstone course focuses on the strategic deployment of human capital to support organizational strategy. Students engage in case study and team exercises to develop human resource strategies and arguments to advocate for their implementation. Students are asked to assess the competitive environment and align human resource systems behind these strategies while building a high-performance work system. Students are also asked to identify the appropriate changes within the human resource systems to support day-to-day operations.
Prerequisite(s): MGMT4020, senior status. (HY) (OL)
Offered at Charlotte, Denver, North Miami, Online, Providence, Providence CE 4.5 Quarter Credit Hours

MGMT5350 Talent Development
This course examines the specific elements that go into the identification of organizational talent and the methods by which that organization attracts, develops, engages and retains quality employees. Strategies to improve required competencies, encourage professional development and maintain the motivational levels of high-performing employees are also discussed. (HY) (OL)
Offered at Denver, Online, Providence 3 Semester Credits

MGMT5575 Operations Management
This course provides students with a broad introduction to the field of operations management in a realistic and practical manner. The course blends accounting, industrial engineering, management science and statistics to assist in solving real-world operations management problems. The course integrates case studies in many of the operations management areas of study, such as product design, quality, globalization and inventory control.
Prerequisite(s): MGMT5800 (or concurrent). (HY) (OL)
Offered at Denver, North Miami, Online, Providence 3 Semester Credits
MGMT5800 Effective Leadership
This course reviews how mid- to upper-level managers can become effective leaders by drawing on knowledge of the major concepts, theories and skills used in the field of organizational behavior. A major focus of this course is on developing leadership diagnostic and problem-solving skills through numerous analyses of situations that mid- to upper-level executives are likely to encounter and require their attention. Throughout this course, particular emphasis is placed on the ethical, international and multicultural dimensions of organizational leadership. Students conduct research on selected topics in the fields of leadership and organizational behavior. Students also participate in a wide variety of self-assessment exercises that will help them better understand what they need to do next to become more effective leaders.
Prerequisite(s): RSCH5700. (HY) (OL)
Offered at Denver, North Miami, Online, Providence
3 Semester Credits

MGMT5850 Women and Leadership in Society
This course is designed to offer students a critical analysis of interpersonal, social and cultural barriers related to women and leadership positions/roles within organizational structures in the US. Through a review of selected autobiographical stories of female leaders and historical data that explains the challenges faced by women within society, students develop a greater understanding of issues related to female leaders. In addition, students study the existing biases and expectations found in current organizations in order to identify ways to reduce the gender divide within their organizations.
Prerequisite(s): MGMT5800. (HY) (OL)
Offered at Denver, Online, Providence
3 Semester Credits

MGMT5900 Ethics, Corporate Social Responsibility and Law
This course challenges students in making difficult and necessary ethical choices on the basis of limited information and frequent conflicting values. In their future roles as professionals in a chosen field, students face moral temptation and ethical dilemmas that resist easy answers or simple formulas for action. A major goal of this course is to develop an analysis of the important role of all stakeholders in a corporation. The firm’s interaction with its environment, navigation through national and international laws reconciling various legal obligations, and impact as it discharges its responsibility to the world and local community is extensively shared through case studies and community service projects.
Prerequisite(s): Completion of required foundation courses. (HY) (OL)
Offered at Denver, North Miami, Online, Providence
3 Semester Credits

MGMT6000 The Leader as Coach
This is an advanced management course that enables students to gain competence in the specific techniques that effective leaders use to empower their workforce through coaching. Students learn the fundamental theories of coaching through selected readings and class presentations, and use this knowledge to engage in experiential exercises. During these exercises, students receive feedback on their technique. Once competence is gained in fundamental skills, students are encouraged to develop their own personal method of coaching and to adapt their style of coaching to different situations. Particular emphasis is given to dealing with cultural issues encountered when coaching a global workforce. Students conduct research through self-assessments and group projects on selected topics in coaching.
Prerequisite(s): MGMT5800, RSCH5700. (HY)
Offered at Denver, Providence
3 Semester Credits

MGMT6030 Entrepreneurship
This advanced management course enables students to gain competence in the specific techniques used by successful entrepreneurs. This course examines entrepreneurial myths and realities, as well as the concept of corporate entrepreneurship.
Prerequisite(s): RSCH5700, MGMT5800. (HY) (OL)
Offered at Denver, North Miami, Online, Providence
3 Semester Credits

MGMT6056 Contemporary Leadership Issues and Strategies
Building on concepts and skills acquired in the core leadership course (MGMT5800), this is an advanced leadership course that explores in depth the topic of how to deal with the multifaceted nature and challenges of contemporary leadership. Key themes in this course include identifying contemporary leadership issues and exploring the pros and cons of using different strategies to address these issues. Primary emphasis is on learning techniques that students can use to continue to develop their leadership skills as they progress in their respective careers. Employing a seminar/workshop format, students are required to research strategies for dealing with important contemporary leadership issues that they will pursue in depth and then present to the class. By the conclusion of this course, students are required to describe in writing the particular strategies, skills and sensibilities that they will need to continue to develop in order to fully realize their potential as leaders.
Prerequisite(s): MGMT5800, RSCH5700. (HY) (OL)
Offered at Denver, Online, Providence
3 Semester Credits

MGMT6123 Contemporary Human Resource Issues and Strategies
This course reviews how mid- to upper-level managers working collaboratively with human resource specialists in both domestic and international organizations can address traditional human resource concerns (employee recruitment, selection, training, motivation, compensation and performance appraisal) within the context of strategic planning. A major focus of this course is on developing diagnostic and problem-solving skills through participating in numerous analyses of the kinds of human resource issues that mid to upper level executives are likely to encounter. Students conduct and present in-depth research on selected topics in the field of human resources.
Prerequisite(s): MGMT5800. (HY) (OL)
Offered at Denver, North Miami, Online, Providence
3 Semester Credits

MGMT6150 Coaching and Consultation Skills
This course examines the theories that undergird the practices of executive coaching and organizational consulting. Topics covered include coaching and leadership principles, relevant competencies and communication skills, and contemporary ethical and legal issues. Students investigate applicable assessment tools and resources to apply effective ethical and professional principles of coaching and consulting to practice through the analysis of economic, market and competitive forces that impact business strategy and performance. (HY) (OL)
Offered at Denver, Online, Providence
3 Semester Credits

MGMT6210 Project Management
This course covers all knowledge areas in the project management body of knowledge (scope, schedule, budget, risk, procurement, communication, human resources and quality) and combines theory with practice. Students analyze real-world project scenarios and apply concepts of knowledge areas, tools and techniques to create concrete project management artifacts and solve typical problems that arise in business. This course provides industry best practices and current trends, going beyond the standard project management textbook material. Students work in teams to experience project management situations and practice leadership, communication and negotiating skills.
Prerequisite(s): MGMT5800. (HY) (OL)
Offered at Denver, Online, Providence
3 Semester Credits

MGMT6225 Team Dynamics
In today’s world, teams are a keystone of work life and managing change. The process of establishing and leading effective teams involves thoughtful attention to diverse personalities, perspectives and skill sets in addition to many other sociocultural factors. This course analyzes the impact of individual, group and organizational variables on team dynamics, and vice versa. Students critically discuss key theories, research and principles on teamwork and apply them to address an array of problems faced in modern actual and virtual team settings through case studies, as well as group and individual projects. (HY) (OL)
Offered at Denver, Online, Providence
3 Semester Credits
MGMT6310 Designing & Managing Supply Chains
This course examines the logistics management and components, design and operations, and administration and risk of supply chains, including technology. Areas covered include supply chain theory and practice, logistics and planning, procurement and buying, information management, inventory management, transportation infrastructure, network and operations design, and performance and risk measure. Upon completion of the course, students have an overall understanding of how to build and operate an efficient supply chain and understand the individual components of the chain. Prerequisite(s): MGMT5575. (HY) (OL) Offered at Denver, North Miami, Online, Providence 3 Semester Credits

MGMT6320 Global Strategic Sourcing
In this course, students learn to design, build, evaluate and manage a global sourcing network for a business. Focus includes theories of how strategic global sourcing benefits the firm including make-buy analysis, supplier evaluation and other key aspects. The majority of the course examines the components of global sourcing networks and how to build and combine these components into a full strategic sourcing supply model. Prerequisite(s): MGMT5575. (OL) Offered at Denver, North Miami, Online, Providence 3 Semester Credits

MGMT6330 Global Logistics
This course examines the practice of global logistics. Students learn the aspects of current logistical practices, how logistics incorporates information technologies, the impact of logistics on financial measures of the firm, and how logistics are used in inventory management, facility location, warehouse operations and transportation management. Focus is on logistics in the global market; special attention is given to the application and understanding of international issues in the field. Prerequisite(s): MGMT5575. (OL) Offered at Denver, North Miami, Online, Providence 3 Semester Credits

MGMT6340 Lean Production and Quality Control
This course examines various quality control techniques and methods with a concentration on achieving lean efficiency in all areas of operations. Areas covered include lean thinking, value-stream mapping, Gemba Kaizen, continuous process improvement methods, Kaikaku methods, work flow analysis, and errorproofing operations and supply chains. Upon completion of the course, students are prepared to take the Lean Bronze Certification Exam. Prerequisite(s): MGMT5575. (OL) Offered at Denver, North Miami, Online, Providence 3 Semester Credits

MGMT6360 Organizational Theory and Change
This course reviews and analyzes theory and research as they pertain to organizational design and change. Students discuss the influence of environmental forces on organizational effectiveness and change. Both classical and contemporary theories as well as practical models for organizational design and change are explored. Students are empowered as scholar practitioners to effectively influence change in organizational settings and discuss organizational design strategy in an ever-changing global environment. Prerequisite(s): PSYC5400. (OL) Offered at Online 3 Semester Credits

MGMT6440 Project Management Simulation I
This course is the first of two courses designed to be an advanced successor to MGMT6210. It allows students to apply their knowledge of project management to real-world projects in a simulated environment. Students are assigned projects at the beginning of this course and then create all of the required project management artifacts. They manage change and measure results of the deliverables throughout the term. Project “updates” are submitted each week and reviewed by the instructor (project sponsor). This first of two courses closes with the project sponsor changing scope of the project. Prerequisite(s): MGMT6210. (OL) Offered at Denver, Online, Providence 3 Semester Credits

MGMT6450 Project Management Simulation II
The second of two advanced courses, this course allows students to apply their knowledge of project management to real-world projects in a simulated environment. This course continues to build on the project assigned in Project Management Simulation I by adding the business components of human resource management, communications management and procurement management after the initial scope was modified at the conclusion of Project Management Simulation I. The course concludes with project closure procedures while continuing to manage change and measure results of the deliverables at the end of the term. Project “updates” are submitted each week and reviewed by the instructor (project sponsor). Prerequisite(s): MGMT6440. (OL) Offered at Denver, Online, Providence 3 Semester Credits

MGMT6800 Business Policy and Strategy
This interdisciplinary capstone core course focuses on how to create, identify and manage competitive advantage within an organization. Students are encouraged to use skills and insights developed during prior coursework as they strategically analyze contemporary business issues and cases. Throughout the course, particular emphasis is placed upon developing both a strategic perspective and a global viewpoint. Students formulate strategies and tactics that are appropriate for the different organizations under consideration. Readings, exercises and class discussions focus on real-world examples of strategic issues that students are likely to encounter as managers of organizational units. Tools and techniques for performing strategic analyses and stimulating innovative problem solving in a highly competitive global environment are covered in detail. Students complete a major comprehensive project that is graded collaboratively. Prerequisite(s): Completion of required core courses. (HY) (OL) Offered at Denver, North Miami, Online, Providence 3 Semester Credits

MGMT6810 Graduate Seminar in Strategic Management
This elective seminar offers a review and discussion of the contemporary literature on management and strategy using source documents from the most recent professional publications and academic research. Students conduct and present in-depth analyses of selected topics in management science, including relevant research from organizational and social psychology. Through readings and discussions, students become familiar with evidence-based approaches that can lead to better decision-making processes. The wisdom of many management fads and conventional wisdom are questioned through examinations of the research in those areas. Prerequisite(s): MGMT6800 (or concurrent). (OL) Offered at Denver, Online, Providence 3 Semester Credits

MGMT7000 Organizational Strategy and Design
This course provides insights on how to build, change and organize business structures, as well as investigate strategic theories, tools and best practices, applied to real case studies. Students review scholarly literature and other sources of information on developing business strategy and organizational architecture. (OL) Offered at Online 3 Semester Credits

MGMT7010 Organizational Behavior
This course focuses on the theoretical and practical models and implications of organizational behavior and its relationship to individual, group and organizational challenges and opportunities. Students learn how to best leverage their human resources and create a productive and ethical work environment by studying concepts such as diversity in the workplace, perception and attribution processes, motivation and individual differences in organizations, group dynamics and decision-making, teamwork, leadership, job performance and satisfaction, and quality improvement programs. (OL) Offered at Online 3 Semester Credits
MGMT7030 Innovation and Change
This course focuses on research, evaluation and application of organization change and innovation theories. Students evaluate change and innovation research and apply their understanding to the development and presentation of organization change plans. Students analyze cases and synthesize scholarly research related to their industry and or interest area to produce a literature review supporting their doctoral research. Upon completion of this course, students are able to develop quantitative and qualitative proposals for organization change and innovation research. (OL)
Offered at Online
3 Semester Credits

MGMT7050 Contemporary Leadership Issues
This course is designed with the experienced leader in mind. Students learn the latest research pertaining to individual, team and organizational leadership. Emotional intelligence, particularly self-awareness, is the foundation for leadership competence and personal power. Students gain insights that serve as the foundation for authentic, positive communication (verbal and non-verbal), principled decision-making and moral authority. Emphasis is on understanding leaders’ influence on organizational culture, climate, human resource development and corporate social responsibility. Communication technology, the shift of power to consumers, and changes in societal values are powerful forces causing organizations to become transparent and integrate authentic values with brand image. (OL)
Offered at Online
3 Semester Credits

MGMT7070 Business Analytics and Intelligence
This course applies key concepts of business intelligence from an executive management perspective in the contemporary business environment. Students learn how to leverage big data and systems to develop and evaluate strategic alternatives, make better informed decisions, and effectively manage business. This course includes an overview of uses and users of business intelligence, as well as the type of applications and tools that may be deployed in business analytics to foster data-driven decisions in the new digital and global economy. (OL)
Offered at Online
3 Semester Credits

MGMT7090 Executive Decision-Making
This course allows students the opportunity to enhance critical-thinking and reasoning skills concerning strategic business issues involving ambiguity and uncertainty. Students learn to structure the decision-making process and use quantitative techniques such as decision trees and simulation, as well as qualitative tools such as estimating probabilities. Estimating risk tolerance, prioritizing objectives, and the ability to generate and evaluate alternatives are covered for managerial decision-making. (OL)
Offered at Online
3 Semester Credits

MGMT7120 Advanced Strategies in Organization Development
This course focuses on aligning organizations with the rapidly changing and complex environments through organizational learning, knowledge management and transformation of organizational norms and values. Key concepts of organizational development theory are discussed, including organizational climate (mood or personality, including attitudes and beliefs that influence members’ collective behavior), organizational culture (deeply-seated norms, values and behaviors that members share) and organizational strategies (how an organization identifies problems, plans action, negotiates change and evaluates progress). (OL)
Offered at Online
3 Semester Credits

MGMT8120 Organizational Interventions — Disruption and Change
This course prepares students to diagnose the internal and external environments when disruption and change occurs in organizations, and provides them the skills to develop plans to support the organization as it undergoes changes. Students utilize research in several fields to make informed decisions and collect research within organizations to make decisions, including psychometric assessments. Students gain an understanding of the psycho-social impact of such changes on the workforce and make appropriate group-level and individual-level interventions. Students develop coaching and process consultation skills for future application in organizational development. (OL)
Offered at Online
3 Semester Credits

MGMT9120 Leading and Managing Large-Scale Transformation
This course focuses on research, evaluation and application of management theories pertaining to large-scale organization transformation. This course builds upon the management foundations explored in the core courses of the program and complements the organization development concentration courses. Large scale transformations of organizations are complex and multifaceted, and consequently require leaders to adopt numerous lenses to effectively understand and influence change. The four key theoretical frameworks are explored: 1) systems theories, 2) complexity theories as they pertain to organizational leadership, 3) global/international dimensions of organizational culture and 4) organizational ethics theories. Students analyze cases and synthesize scholarly research related to their industry and or interest area to produce a literature review supporting their doctoral research. (OL)
Offered at Online
3 Semester Credits