GM500: Management Theories and Practices I
This course is the first in a series of two courses that provide a foundation for understanding key management principles in the Master of Science in Management and Leadership program. This foundation is created in a wide range of learning activities that are grounded in real-world contexts. You will analyze and evaluate key management principles and learn how managers use resources to attain organizational goals through the functions of planning, organizing, leading, and controlling. In this course, you will concentrate on the management functions of planning and organizing. Planning involves defining goals for future performance and devising ways to attain these goals, whereas organizing involves assigning and grouping tasks and allocating resources. It is worthy to note that the second course is this series, GM 501: Management Theories and Practices II, will concentrate on the managerial functions of leading and controlling.
Quarter Credit Hours: 4 | Prerequisite: GB512

GM501: Management Theories and Practices II
This course is the second of two that focus on key management principles. In this course, students concentrate on the management functions of leading and controlling. Leadership involves influencing and motivating employees to achieve organizational objectives, whereas controlling involves monitoring employee activities and performance that affect standards and performance. GM 501 offers specific learning activities to strengthen critical thinking and professional writing skills that students can apply to real-world problems in the workplace.
Quarter Credit Hours: 4 | Prerequisite: GM500

GM502: Leadership Theory and Practice I
This course examines classic and contemporary leadership theories and practices and explores how each theoretical approach can be applied in real-world organizations and scenarios. The theories and practices studied will enhance the student’s understanding of motivational theories, developing teams, both traditional and virtual-based, and development of their hidden leadership potential.
Quarter Credit Hours: 4 | Prerequisite: GM501

GM503: Leadership Theory and Practice II
This course builds upon the foundation set in GM 502: Leadership Theory and Practice I, by continuing to examine both classical and contemporary leadership theories and practices. Special emphasis will be placed on understanding transformational leadership, team leadership, leadership ethics, and leading in culturally diverse environments.
Quarter Credit Hours: 4 | Prerequisite: GM502

GM504: Organizational Excellence and Change
This course applies a systems approach to examining the design and execution of business strategies to achieve a competitive advantage. The organization is viewed as a total system that can be managed to achieve continuing high performance in today’s dynamic and global marketplace. Strategies for managing enduring change are evaluated.
Quarter Credit Hours: 4 | Prerequisite: GM503

GM505: Action Research and Consulting Skills
This course focuses on action research and the development of critical skills required not only for consultants, but also for any manager desiring to strengthen his or her interpersonal effectiveness as a successful change agent. An introduction to the consulting process, and the consulting skills associated with entry, contracting, meeting management, defining issues and gathering data, diagnosing problems, formulating solutions, and creating and implementing action plans will also be examined.
Quarter Credit Hours: 4 | Prerequisite: GM504

GM506: Strategic Financial Analysis
The purpose of this course is to facilitate the non-financial manager’s ability to develop a framework for understanding a company’s true value and financial performance. The course will equip you with the skills necessary to communicate with peers in the accomplishment of shared objectives. You will learn how to interpret financial statements and use that information in the formulation and implementation of business strategies.
Quarter Credit Hours: 4 | Prerequisite: GM505

GM541: Foundations of Organization Development
This course provides an overview of the field of organization development, while providing an opportunity for students to apply organizational development principles and best practices, emphasizing intervention theory, to current business problems. The organizational development strategies used in the field to address rapid changes and ethical challenges will also be examined.
Quarter Credit Hours: 4 | Prerequisite: Completion of all core courses

GM543: Organization Diagnosis and Design
This course introduces organization design as a leadership competency. Students will apply a five-step process that enables business leaders to make intelligent organization design decisions with the support of human resources or organization development professionals. Students will generate and evaluate design options and learn to select an option that offers the most benefits with the fewest risks. In addition, students will investigate operating governance and the role of power and leadership in the design. Students will also propose an organization design implementation plan and explore important considerations for the transition to the proposed design.
Quarter Credit Hours: 4 | Prerequisite: Completion of all core courses

GM554: Organization Diagnosis and Design
This course introduces you to the nature and purpose of coaching and mentoring in organizations. You will learn key principles, tools, and techniques to develop your skills as a coach and mentor. The course uses case analyses to provide you with opportunities to identify the effect of coaching and mentoring on organizational effectiveness. Through scenario analysis, you will apply coaching and mentoring techniques to effectively lead individuals and teams.
Quarter Credit Hours: 4 | Prerequisite: Completion of all core courses

GM585: Mentoring and Coaching
This course focuses on action research and the development of critical skills required not only for consultants, but also for any manager desiring to strengthen his or her interpersonal effectiveness as a successful change agent. An introduction to the consulting process, and the consulting skills associated with entry, contracting, meeting management, defining issues and gathering data, diagnosing problems, formulating solutions, and creating and implementing action plans will also be examined.
Quarter Credit Hours: 4 | Prerequisite: GM504

GM508: Transformational Leadership
This course examines transformational leadership theory and includes an exploration of the four factors development model that makes up one of the most effective leadership styles. Transformational leadership is examined through the lens of developing employees, cross-functional teams, strategies for enacting change, and applying that knowledge to improve organizational effectiveness. Through self-analysis you will have the opportunity to develop your transformational leadership potential regardless of your career stage.
Quarter Credit Hours: 4 | Prerequisite: Completion of all core courses
GM591: Strategic Project Selection and Initiation
This course covers project management from a strategic perspective. The course emphasizes the decision-making process used by leaders to launch projects that are aligned with the mission and vision of the organization. It stresses the techniques used by the project team to optimize the project selection process, such as return on investment (ROI), payback period, internal rate of return (IRR), and net present value (NPV). Further, this course examines the impact of various project management tools and techniques on time, cost, scope, quality, risk, customer satisfaction, and resources.
Quarter Credit Hours: 4 | Prerequisite: Completion of all core courses or enrollment in Graduate Certificate in Project Management program

GM592: Project Planning and the Project Plan
Topics in this course include: setting project goals and objectives; conducting feasibility studies; selecting management approaches; preparing a project plan; establishing measurement tools; and executing control within the project for optimal performance. Additional instruction includes strategies for effective resource acquisition, management; and performance reporting, with special attention on workforce globalization, ethics/legal issues, outsourcing, and conflict management in diverse environments. This course also includes guidance on alternate methods for project planning, such as agile and extreme approaches for complex and obscure projects.
Quarter Credit Hours: 4 | Prerequisite: Completion of all core courses (or enrollment in Graduate Certificate in Project Management program) and GM591

GM593: Project Execution With Monitoring and Control
This course provides an analysis of the principles, tools, and techniques for the execution, monitoring, and controlling of project performance, specifically schedule, cost, and scope. You will learn the tools, techniques, and software needed to establish a project baseline and control the impact of changes to schedule and cost. Topics include network diagrams, estimating time and resources, creating the project baseline, controlling the baseline, crashing the network, optimization and heuristics techniques for resource allocation, earned value management, and statistical control tools.
Quarter Credit Hours: 4 | Prerequisite: Completion of all core courses (or enrollment in Graduate Certificate in Project Management program) and GM592

GM594: Project Closing, Ethics, and Professional Responsibilities
This course provides an in-depth understanding of the final phase of the project life cycle, the various ethical dimensions of projects, and the professional responsibilities of project managers. Closing phase activities explored in the course include final project accounting, closing procurements, and capturing lessons learned, among others. You will gain an understanding of the ethical dimensions of project management, an ability to differentiate between ethics and legality as they pertain to projects, and a recognition of the function of organizational codes of conduct relative to projects. Finally, you will learn the professional responsibilities of project managers.
Quarter Credit Hours: 4 | Prerequisite: Completion of all core courses (or enrollment in Graduate Certificate in Project Management program) and GM593

GM599: Applied Research Project
This course serves as the capstone to the Master of Science in Management and Leadership program, which allows you to integrate theories with practical application. This course utilizes the conceptual foundations and skills acquired in earlier core and specialization courses as the basis for an in-depth examination of a significant organizational problem of special interest to you. You will utilize a research methodology to identify a problem and design an applied research project to advance plausible solutions.
Quarter Credit Hours: 4 | Prerequisite: Capstone must be taken in final term or have approval of the Dean