# LEADERSHIP (LD) CPSO

Visit the Course Schedule Search website to find out when courses will be offered during the academic year.

*Read more about the courses within this subject prefix in the descriptions provided below.*

**LD 804 - Leading Teams**
**Credits:** 3
Leadership is the process of motivating people to achieve project goals, usually in a dotted-line organizational setting. The success or failure of the project, and by extension the manager, is dependent upon the manager's ability to assess the team as a whole, (strengths and weaknesses), and to then apply that analysis to the individual team members. Within the course, students will survey and discuss multiple methodologies used to evaluate teams. We will analyze how organizational dynamics and structure impact the manager, limit or increase their power, and their ability to perform their job.
**Equivalent(s):** LD 804G
**Grade Mode:** Letter Grading

**LD 806 - Fundraising and Resource Development**
**Credits:** 3
Fundraising is the act of soliciting contributions or pledges. Development refers to nurturing and building relationships over time between donors/philanthropists and organizations. The purpose of this course is to differentiate between fundraising, grant writing, and development strategies in organizations. This course will review ethics and transparency within fundraising, technology to facilitate resource development, social and business trends, and organizational adaptation.
**Equivalent(s):** LD 806G
**Grade Mode:** Letter Grading

**LD 810 - Change Management and Communication**
**Credits:** 3
This course provides students with an understanding of the principles of assessing change, managing change and the communication tools necessary to implement change effectively. Issues regarding client satisfaction, vendor satisfaction, morale and relationships will be explored. The effective manager must possess skills in adaptability to ensure that projects are responsive to changing conditions. This course develops a thorough understanding of strategic change within organizations.
**Equivalent(s):** LD 810G
**Grade Mode:** Letter Grading

**LD 820 - Cultivating Your Leadership Capabilities**
**Credits:** 3
In this course the student is introduced a variety of unique perspectives about leadership, which are drawn from different traditions in the literature, and from which the student selects to develop his or her own model of leadership. An action-based learning approach is conducted by each student to connect personal experiences with the theoretical construct.
**Equivalent(s):** LD 820G
**Grade Mode:** Letter Grading

**LD 821 - Ethical Decision-Making**
**Credits:** 3
The course focuses on the conflicts which arise when an individual's ethics are counter to the organization's practices. An historical review of various leader's actions taken and consequences faced when confronted with an ethical dilemma is conducted. Each student assesses their ethical framework in context to an effective leadership model.
**Equivalent(s):** LD 821G
**Grade Mode:** Letter Grading

**LD 823 - Emergence of a Strategic Leader**
**Credits:** 3
This course focuses on the strategy making process. Strategic leaders must consider multiple aspects when developing a strategic approach. Strategic leaders must evaluate the external and internal environment to determine the right course of action. Students investigate core concepts of strategy-making to aid in their development of a strategic mindset.
**Equivalent(s):** LD 823G
**Grade Mode:** Letter Grading

**LD 825 - Volunteer Leadership**
**Credits:** 3
Volunteers are increasingly important in the United States. Not only do financially strapped organizations use volunteers to enhance their capacity, but policy-makers and community leaders see volunteering as a vehicle to improve communities and solve public problems. This course covers topics of volunteer administration -planning, marketing, recruitment, screening and selection, training, supervision, evaluation and recognition. Students will gain an understanding of how the demographic of today's volunteers is changing, how best to deploy the talents of multi-generational volunteers, and understand how to provide a structured objective framework to be accomplished by the volunteer corps. Legal issues surrounding the use of volunteers and designing effective volunteer policies are also discussed.
**Equivalent(s):** LD 825G
**Grade Mode:** Letter Grading

**LD 827 - Leading and Governing Nonprofit Organizations**
**Credits:** 3
This course guides participants in understanding nonprofit organizations and their management. Topics include motivations for starting nonprofit organizations as well as theories and strategies to balance the unique needs of nonprofits within market economies. This course covers considerations for staffing and volunteer management, funding sources, asset management, program evaluation and leadership structures as elements of identifying qualities of successful nonprofit organizations at various stages of development. Projects may include interviewing, building a nonprofit business plan, and presentations.
**Equivalent(s):** LD 827G
**Grade Mode:** Letter Grading

**LD 831 - Conflict Management & Negotiation**
**Credits:** 3
Students will be introduced to different perspectives on conflict management and negotiation. Conflict will be explored in different contexts, including but not limited to intergroup conflict, cross-cultural conflict, and interpersonal conflict. An emphasis will be placed on interpersonal conflict. The course will utilize an applied approach by identifying effective strategies to manage conflict and negotiation, and provide appropriate methodologies for implementation.
**Equivalent(s):** LD 831G
**Grade Mode:** Letter Grading

**LD 832 - Building Diverse & Multicultural Organizations**
**Credits:** 3
Successful leaders must learn to integrate different viewpoints to enhance creative problems solving, leadership ability and organizational effectiveness. This course will provide an overview of cultural diversity and multiculturalism in today's organizations. Students will be exposed to key concepts, models and issues of diversity in the organization and global society. The ethical and legal implications of managing cultures and diversity will be examined.
**Equivalent(s):** LD 832G
**Grade Mode:** Letter Grading

**LD 850 - Leadership Integrative Capstone**
**Credits:** 3
This integrative course is the final course in the Master of Science in Leadership. All other required coursework must have been completed prior to receiving approval to register for this course. The focus of the course is on defining and researching a leadership issue or problem. The applied research provides the opportunity to utilize strategy, research skills, analytical tools and models, as well as decision sciences with a culminating research project that can be of strategic benefit to the student and/or a current organization. After documenting the above, students will discuss and defend their project orally.
**Equivalent(s):** LD 850G
**Grade Mode:** Letter Grading