



# WARNER PACIFIC COLLEGE

ADP | ADULT DEGREE PROGRAM

## Master of Science in Management and Organizational Leadership

*The Master of Science in Management and Organizational Leadership (MMOL) program focuses on the theories, models, research findings, and best practices found in the interdisciplinary, organizational leadership studies field. Although classical leadership theories, models, and case studies are examined, the emphasis of the program is practical and applied in nature, building cognitive, behavioral, spiritual, interpersonal, and strategic leadership skills that are applicable to the real-world, issues-based experiences of the working adults enrolled in the program.*

### Admission Requirements

- Completed application with \$45 fee
- Completed and signed payment plan worksheet
- Official transcripts from all higher education institutions attended
- A baccalaureate degree from a regionally accredited college or university
- A GPA of 3.0 or better in the last 60 credits earned toward the degree or an overall undergraduate GPA of 2.5 or better
- Two letters of recommendation

### Graduation Requirements

- Completion of all courses as listed in the program of study (Note: A maximum of 6 credits may be transferred into cohort study.)
- Cumulative GPA of 3.0 or better, with no individual course grade lower than “C”
- Payment of all tuition and fees is required prior to receiving diploma

### Tuition

- 34 semester credits in cohort study \$19,278 (\$567 per credit)\*
- Books and Materials for 11 courses (estimated costs) \$1,725\*

\*Tuition and book fees are subject to change and reviewed annually (last update: June 2011).

### Additional Fees

- \$45 Application fee
- \$100 Registration fee
- \$150 Graduation fee\*
- \$200 Thesis extension fee

\*Graduation fee subject to change to current rate at time of graduation. Fees are subject to change and are nonrefundable. Financial aid is available to those who qualify.

### Course Descriptions

#### MOL 500A: Introduction to Accelerated Graduate Study (1 credit)

The intent of this course is to make students aware of graduate education expectations and responsibilities as well as the ethos of the Warner Pacific College community. The focus is on individual performance, goal setting, and time management related to success in higher education. Research methods, plagiarism, and use of APA for all written work will be reviewed.

#### MOL 501A: Organizational Leadership: Theory and Practice (3 credits)

Drawn from behavioral and social sciences, this course examines leadership theories, research, and models. It includes a 360-degree

inventory of leadership behaviors and relationships, a personal assessment of emotional intelligence, an evaluation of what constitutes moral leadership, and the creation of an individual development plan.

#### MOL 502A: Leading, Learning, and Communicating in a Technical Society (3 credits)

This course provides an in-depth look at how technology tools and the Internet are impacting the way organizations and individuals lead, communicate, collaborate, share knowledge, and build ever-expanding communities of learning. The course also addresses the issues of leading organizations through the process of change as new technologies are implemented and people strive to adapt.

### **MOL 503A: Financial Environments of Organizations (3 credits)**

This course provides a broad overview of the financial environment in which organizations function. It provides leaders with the critical financial interpretation skills needed to understand the impact of financial performance within their organization, as well as the impact of their decisions. Topics covered include an overview of the general business environment, financial fundamentals, budgetary concepts, project analysis, and assessing the financial well-being of the organization. It will also enable students to utilize financial data for strategic planning.

### **MOL 504A: Systems Thinking and the Learning Organization (3 credits)**

This course is designed to create an awareness of systems in such a way that it guides and influences the optimization of organizations. Students will learn how to collect relevant data and apply performance measurement tools as a means to improve organizational performance. Topics include introduction of systems thinking, tools for measuring organizational performance; organizational performance and measurement systems; data management and analysis (budgeting, forecasting, and cost-benefit analysis); results implementation, decisions, improvement, and growth; and continuous measurement and monitoring for organizational improvement.

### **MOL 600A: Organizational Ethics, Values, and the Law (3 credits)**

This course looks at the ethical and moral responsibilities of business from philosophical, economic and pragmatic points of view. Through six interactive workshops, reading assignments and learning team activities, the course strives to take the student beyond the customary ethical dilemmas of distant large corporations to a consideration of how ethics applies within the working world of the contemporary businessperson. This course also engages students in a critical dialogue concerning vital and controversial topics including the environment, diversity and globalization.

### **MOL 601A: Leading Change and Transformation (3 credits)**

This course presents the major theories, models, and best practices related to leading change and transformation, including the context of change, why people seek change and transformation, barriers to organizational change effort, and a variety of change interventions and best leadership practices with attention to the moral and spiritual consequences of responding to change. The leader as change agent is emphasized, and techniques such as human process interventions, techno-structural interventions, human resources interventions, and strategic interventions are discussed.

### **MOL 602A: Leading High Performance Teams (3 credits)**

This course explores the research, theories, and models of team performance, including the design and maintenance of high performance leadership in organizations. Using assessments, simulations, case studies, and discussion, the course examines personality type, power and influence, trust, risk-taking, motivational strategies, communication style, and team dynamics.

### **MOL 604A: Legal and Regulatory Environment of Business (3 credits)**

The focus of this course is an examination of the legal environment and its effect on organizational decisions and operations. Contracts, commercial and consumer law, and ethical awareness in corporate life are studied as guidelines for executive actions that produce a moral organizational culture where the spirit of the law is as important as the letter of the law. The role of public policy and governmental regulation is also examined.

### **MOL 610A: Coaching, Mentoring, and Conflict Resolution (3 credits)**

This course surveys the latest theories, models, research, and best practices related to coaching, mentoring, counseling, and conflict resolution, including consideration of models based on Christian perspectives. It covers diverse performance models, performance management, performance appraisal, mentoring, power and influence, and negotiation, as well as training and interventions and their effectiveness on performance. Students are provided opportunities for practicing and receiving feedback on their degree of mastery of skill levels in these areas.

### **MOL 611A: Problem Solving and Decision Making (3 credits)**

This course explores various contemporary theories and practices for effective decision making in organizations. Various models and frameworks for analyzing problems, including the major stakeholder model and SWOT analysis, are examined. Strategic planning and analysis will be informed through use of appropriate research methods, building appropriate problem-solving skills through collecting, analyzing, and interpreting data.

### **MOL 612A: Integrated Organizational Leadership Project (3 credits)**

The purpose of this course is to allow students the opportunity to integrate the knowledge and skills gained from courses throughout the program in analyzing and recommending solutions to an organizational problem. The students will demonstrate their ability to apply analytical skills to a real problem in their organization. Students will then develop a written report demonstrating their research and problem-solving skills and recommending a course of action to address their organizational issue. Introduced in MOL 503, this project is conducted under the guidance of ADP faculty, is formally reviewed midway through the program of study and is presented as part of the study of the capstone course. In the case of students who are unable to use a real organizational issue or problem for their project, an alternative project will be assigned which meets the same learning objective.