

## Master's Certificate in Organizational Leadership

PROGRAM REQUIREMENTS			
	SEMESTER	CREDIT HRS	GRADE
<b>Choose 1 or 2 of</b>			
GBUS 870			
GBUS 874			
 <b>Choose 2 or 1of: GBUS 817, 843, 844, 860, 865, 871, 872, 873, 876</b>			
GBUS			
GBUS			

### COURSE DESCRIPTIONS

#### **GBUS 817 Human Behaviour in Organizations (3)**

This course is concerned with developing knowledge and skill in intrapersonal, interpersonal, group, and organizational level processes in work settings. The course employs lectures, cases, and exercises to further the managerial effectiveness of class participants.

#### **GBUS 843 Strategic Human Resource Management (3)**

This course examines human resources functions from a strategic and institutional perspective. The topics include human resource planning, recruitment and selection, performance measurement and assessment, training and development, and the design of reward systems.

#### **GBUS 844 Labour Relations and Collective Bargaining (3)**

This course examines the history of union development in Canada, and business reaction to this development. Current structures in the labour movement are assessed, as well as the impact of legislation on the nature of collective bargaining. The course focuses on the character and procedures of arbitration, fact-finding, mediation, and conciliation.

#### **GBUS 860 Managing Change (3)**

This course seeks to bring about an awareness and understanding of how organizations are managing change. The course will provide perspectives of the change strategists, the change implementors, and the change recipients. The objective of the course is to develop sensitive and effective change-agent skills in management ranks.

#### **GBUS 865 Project Management (3)**

This course will introduce students to the many phases of a project's life cycle and how to address them through knowledge and understanding of Project Management principles and how to manage them effectively using Project Management techniques by monitoring and maintaining control of scope, time, and costs within a project.

#### **GBUS 870 Leadership: Theory & Practice (3)**

This course covers key leadership/management skills such as clarifying personal vision, coaching, goal setting, conflict management, stress management, emotional intelligence crisis management, process & system design and communication skills. Major competency models of leadership and management are covered to familiarize students with the research and practice of leadership development.

### **GBUS 871 Group Dynamics in Organizations (3)**

The course will study roles that exist in organizations and the dynamics of the interactions between these roles. In particular, focus will be on the interplay between the leadership role and decision making, creative problem solving and conflict resolution with group members.

### **GBUS 872 Managing Activist Employees (3)**

This course explores the challenges presented by employees that adopt a cause within an organization and the best management practices for such situations. Both private and public organizations will be considered. Particular emphasis will be focused on "whistle-blowing" behaviour in light of recent legislation in Canada and other countries.

### **GBUS 873 Negotiation and Conflict Resolution (3)**

This course will introduce students to the theory and practice of negotiation and conflict resolution, including alternative dispute resolution

### **GBUS 874 - Cases in Leadership (3)**

This course examines leadership issues in both for-profit and non-profit organizations. A major project for the course will involve researching and writing an original case study that examines leadership issues within a real organization.

### **GBUS 876 Managing Diversity (3)**

This course examines the increasing diversity of the work force and the resulting issues faced by organizations such as maintaining fairness and justice, making effective management decisions, allowing flexibility, and managing in a global environment. The course also examines legal frameworks that protect employee and employer rights related to dimensions of diversity.