COURSE DESCRIPTIONS

OML300 Group Dynamics and Organizational Culture - 4 credits
In this course, students study group behavior and development, especially focusing on relationships of groups within organizations. Students examine organizational complexity, learn to analyze group and individual decision making techniques, determine various roles within organizational groups, and identify decision making skills and effective collaborative styles for efficient group management within the complexities of varying organizational cultures.

OML310 Systems Theory and Organizational Behavior - 4 credits
This course trains leaders to observe and manage patterns and relationships within the organizational system as a whole, especially the impact of individuals, groups, structure, and environment on motivation and decision making. Organizational Systems concepts are used to analyze organizational behavior, facilitate and manage change, and find creative ways for leaders to address unique organizational behavior issues in positive ways.

OML320 Organizational Research and Decision Making - 4 credits
This course explores basic research methodologies in the context of organizational management. Professional research articles are evaluated and analyzed with an emphasis on reading and understanding research. Basic statistical terms and concepts are taught and analyzed. Students also focus on the writing tasks of the research process. Many assignments dovetail with the synthesis project which is developed throughout the OML program, ending with OML 450.

OML330 Strategic Planning and Project Management – 4 credits
This course addresses the practical aspects of working with teams in a project environment. Students will learn the basics of strategic planning theories, effective project management, and applications that contribute toward organizational success, along with a functional application of project management software that helps manage the research project and other organizational challenges.

OML340 Interpersonal and Intercultural Communications - 4 credits
This course explores interpersonal and organizational communication strategies and interpersonal relationship skills essential for creating a productive work environment in the diverse intercultural and global setting of the United States. Students explore language, non-verbal communication, context, constructive dialog, and global and multi-cultural implications of effective communication on an organizational setting as they explore the values, beliefs, customs and perceptions represented in various kinds of multi-cultural themes and create effective communication models.

OML410 Financial and Strategic Leadership - 4 credits
This course explores major concepts of corporate finance within an organizational context, including basic accounting terms, budgeting, the time-value of money, and global considerations. Students learn to use standard financial tools that allow accurate business assessments leading to effective financial decisions important for leaders and managers in any organization. Financial analysis and strategic planning integrate in a culminating case study.

PROGRAM OBJECTIVE
The Organizational Management and Leadership program will help students achieve an understanding of group behavior and its relation to organizational effectiveness by translating theoretical learning into practical, hands-on experience.

Students will:
- Develop proficiency in understanding and directing change;
- Expand critical thinking and decision-making skills;
- Allow students to apply classroom learning to current organizational challenges and opportunities.

THE CONCORDIA ADVANTAGE
- Flexible – Online or blended program options
- Accelerated – Complete your program in 24 months or less
- Manageable – Attend class or online discussion just one night a week (always on the same night and time)
- Affordable – Competitively priced programs and convenient payment options
- Collaborative – Experience cohort-based learning with a small group of talented professionals who learn together for the duration of your program
OML420 Personal and Organizational Management and Leadership - 4 credits
Students examine key elements of management and leadership theory, including planning, organizing, motivation, feedback, and accountability. Students will analyze management and supervision styles and techniques to develop creative solutions to personal and organizational issues.

OML430 Innovative Marketing - 4 credits
Students use market research skills and the Five P's of Marketing (place, price, product, promotion and people) as the context for understanding and researching customer needs and wants, advertising, branding, and market niches, all leading up to the development of a Marketing Plan.

OML440 Applied Synthesis Project - 4 credits
This course is the culmination of the synthesis project that has been developed throughout the program. Students submit their complete written synthesis project and give a formal presentation of the project's content to the instructor and the cohort.

OML450 Personal and Organizational Values and Ethical Leadership - 4 credits
In this final capstone course, students explore and assess their personal value systems, organizational mission and values, and diverse global characteristics, and explore their moral and ethical base to develop strategies for leading and managing from that ethical foundation in a Christian and secular context.

APPLICATION PROCESS
For admission consideration, a student must submit:
1. Bachelor of Arts application
2. Official transcripts from all previous institutions attended
3. Personal statement

TO APPLY
Applications are available at www.csp.edu/apply or by contacting the Office of Admission.

Email application materials to: onlineinfo@csp.edu.

TUITION AND FEES
This is a 40-credit program. For tuition and financial aid information, please call 888-859-0641 or visit online.csp.edu.

TECHNOLOGY REQUIREMENTS
Students use their personal computer in this program. To begin the program, students must meet the requirements listed on the technology agreement. To view this agreement please visit www.csp.edu/Admission/AcceleratedDegree/Documents

Course descriptions, fees and other information included in this form are subject to change. Please refer to the Academic Catalog on our website for more information on program requirements.

FOR MORE INFORMATION:
888-859-0641 • onlineinfo@csp.edu • online.csp.edu