COURSE DESCRIPTIONS

MLM500 Leadership, Management, Influence, and Change – 4 credits
This course provides an overview of leadership, management, influence, social power dynamics, and change theories and practices, emphasizing application to the challenges and opportunities facing for-profit corporations, nonprofits, and government agencies. Introduces the philosophies and methodological approaches underlying the Master of Arts in Leadership and Management as well as the writing and online research skills students will use in this program.

MLM510 Applied Moral and Ethical Leadership – 4 credits
This course connects morality, ethics, and values with leadership and influence. Students explore and respond to challenging organizational dilemmas while balancing personal integrity and organization goals from the perspective of Christianity and vocational ethics, incorporating these elements into the personal and professional decision-making process.

MLM520 Strategic Organizational Research – 4 credits
This course provides students with the ability to gather, analyze, and synthesize complex credible information about a topic of interest using quantitative and qualitative action research methodologies. Students choose a topic that relates to leadership, management, and/or social power dynamics and properly leverage their influence as they complete an action research project using a strategy to improve an organizational situation. While the emphasis of this course is on applied methods of research, an overview of the theory and some of the political and ethical implications of research will also be covered.

MLM525 Financial Management for Leaders – 4 credits
This course explores the practical aspects of the strategic and operational roles of financial management, accounting, analysis, and an introduction to finance-based decision-making related to working capital and long-term financing and investment. Students will learn the impact of a leader and/or manager’s influence on budgeting, financial performance, and fiscal and ethical responsibility.

MLM542 Strategic Leadership and Process Implementation – 4 credits
This course examines the leader and manager’s role in influencing the development and implementation of vision, mission, values, and coherent strategic plans. Students will use classical and creative strategies to develop short- and long-term goals that improve operational effectiveness and strategically position an organization for the future. Students will also diagnose their own strategic capabilities and develop a plan for increasing their strengths in this area. Emphasis will be placed on ways to manage the implementation phase through best-practice processes.

PROGRAM OBJECTIVE
Organizational success depends on the efforts of skilled managers and leaders to properly leverage influence. The Master of Arts in Leadership and Management helps students focus on helping businesses thrive as healthy organizations by paying attention to the human and social interactions of each member. This degree program emphasizes ways to balance business skills and inter-social relationship skills so that leaders and managers can maximize their influence and motivate organizational members to find meaning and purpose within the organization’s mission, vision and purpose.

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
MLM545 Legal Issues for Today’s Leaders – 4 credits
This course explores how the legal environment can influence a leader’s decisions, guiding their actions and helping them avoid legal pitfalls in today’s complex organizations. This understanding will help leaders identify greater opportunities to influence change and innovation. Students will also learn to understand and influence the spirit behind various policies, regulations, laws and guidelines that take leadership beyond simple compliance with governmental regulations.

MLM552 Organizational Culture Management - 4 credits
This course explores how leaders manage the soft, relationship skills of organizational life to leverage their experience and practical research as they successfully influence innovative, disciplined, and well-led organizations. Topics explore strategies to a) assess an organization’s culture and climate; b) develop a continuous flow talent management mindset incorporating Training & Development methods throughout the organization; c) motivate and positively influence team member effectiveness and obtain applicable concepts and tools for acquiring, developing, improving, influencing, and (re)allocating talent; d) explore the concepts and theories related to change management and improvement; and e) develop skills to influence, plan, and implement changes for improving organizational life in both corporate and nonprofit settings.

MLM555 Leadership and Management Research, Synthesis and Reflection – 4 credits
This course offers students the opportunity to leverage their learning from the entire program. They will reflect their learning related to leadership, management, and social influence on topics relevant to their professional organizational setting. Students will also complete significant final steps in their research and present a formal report on their action research project.

MLM589 Contextual Global Experience* - 4 credits
*May be substituted for MLM 542
This international travel experience includes preparatory readings, comparative analysis, and reflection on a distinct leadership, management, or social influence topic that bridges learning to application in the organizational setting.

APPLICATION PROCESS
For admission consideration, a student must submit:
1. Master of Arts application
2. Official transcript from the regionally accredited institution stating conferral of BA degree
3. Personal statement
4. Resume

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 36-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/Graduate/Requirements

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