M.A. in Organizational Leadership

General Description and Program Overview

M.A. in Organizational Leadership is a program which can enable students to gain advanced knowledge of core business practices from diverse fields such as coaching and mentoring, media and arts, healthcare, education, politics, or sports. Your studies of social dynamics, research, policy, and organizational change will prepare you for management and executive-level leadership roles in both the public and private sectors. The students learn how to direct, plan, and organize projects, from cross-cultural backgrounds and develop skills for working as a team. Students may study entrepreneurship, ethics, technology, and strategic planning, depending on the concentrations in which you enroll.

Earning this M.A. in Organizational Leadership degree can open the door to many career possibilities. For example, the graduates may become life coach, management analyst, a human resources manager, a high-level business executive, a strategic planner, a medical and health services manager, a training and development manager, or a computer information systems manager. With this graduate degree, graduate can work in public and private business organizations around the globe.

The Master of Organizational Leadership (MOL) is a fully online, asynchronous degree program that prepares working professionals to assume roles as dynamic leaders throughout the United States and around the world. This advanced degree is a hybrid, fast-track professional degree program focusing on leadership skills integrating organizations' vision, values, and missions.

Highlights of the program

1. Build Essential Expertise Online and In Person

Our online learning tools (via real-time video) bring you face-to-face meetings and lectures with professors who will empower you to manage group dynamics, assess team culture, and resolve disputes.

2. Join a Cohort

Experience our cohort model with group learning environment.

3. Enjoy a Hybrid asynchronous teaching

Core classes are a convenient hybrid of asynchronous video online learning 4 weeks of the month with intensive Friday or Saturday Zoom classes.

4. Customize Your Degree

Electives can be used to customize your degree based on your career focus or personal interests. You can take electives from programs across AEU's unique transdisciplinary offerings

What You'll Learn

1. Analyze and apply principles of effective organizational leadership, foundational theories of leadership, leadership research, cultural/sociological/psychological dynamics, and alternative models for understanding and leading individuals and teams in business and organizations around the world.

2. Evaluate and implement high-quality organizational leadership best practices in the core disciplines of:

    • Foundations of Organizational Leadership

    • Strategic Management

    • Communication Principles for Leadership

    • Conflict Resolution and Negotiations

    • Leading Organizational Change

    • Organizational Communication

    • Organizational Change Management

    • Leadership Across Cultures

    • Legal, Ethical, and Public Policy Issues

    • Organizational Leadership Capstone Innovation Project

3. Articulate solutions to organizational problems and conflict resolution within a sundry array of global organizations to transform the organization, through the practical ingredients of effective organizational leadership to address issues of organizational systems and change management.

4. Formulate an ethical personal leadership philosophy for a diverse and multicultural 21st century workforce based upon a Christian worldview.

Program Chronology, credit hours, and application

This 10-course, 30 credit hour program is specifically designed for individuals who are current or aspiring leaders in nearly any sector.

Master of Organizational Leadership Admission Requirements

• Online application

• $100 Application fee

• Official transcripts for bachelor's degree and any master's degree work

- Bachelor's degree with a minimum 2.5 GPA (those with a GPA under 2.5 may be admitted on a provisional basis)

Format: ONLINE

Credit Hours: 30

Finish in as few as 15MONTHS

First Year

OLMA 501 FOUNDATIONS OF ORGANIZATIONAL LEADERSHIP: HISTORY, THEORY, DEVELOPMENT, & APPLICATION

Students will explore history, theory and development of organizational leadership from the wisdom literature from the evolution of leadership/management throughout the history.

OLMA 502 ORGANIZATIONAL DEVELOPMENT: CONSULTING, DESIGN, INTERVENTION & EVALUATION

Students will explore organizational structure and organizational life-cycle development. This course will prepare students as the role of the leader to learn consulting, design, and intervention of organizational development as an organizational architect. The course examines the role of the Organizational Development (OD) specialist and how leaders intervene in their own organizations, as well as how consultants intervene in other organizations.

This course examines how culture affects psychological processes and organizational behaviors including motivation, cognition, social networking, leadership, and teams. Students will assess how organizational culture builds a meaningful work environment. The course teaches adaptive and innovative techniques to improve culture. Through the study of the change process, students learn the steps to lead change within their organization.

OLMA 503 ORGANIZATIONAL CONFLICT, RESOLUTION, NEGOTIATION, & COMMUNICATION

Examines organizational communication, including dyadic, small group, formal and informal communication, as well as the relationship of communication to organizational satisfaction and effectiveness. In addition, students study how communication defers in leader-member exchange and mass-communication of charismatic leader/large group interaction.

Students will develop skills related to the principles, processes, and techniques of conflict management and negotiation and will be equipped with the innovative negotiation strategies needed to excel at the bargaining table and develop effective conflict resolution strategies. Students will also learn Biblical principles to resolve conflict.

OLMA 504 STRATEGIC THINKING, PLANNING & ORGANIZATIONAL CHANGE

Compares and contrasts strategic thinking with strategic planning and presents the value of both. Students study the leader's role in organizational change – creating and preventing change, as well as determining the organization's readiness for change. In addition, students explore the reasons for resistance to change and strategies for coping with resistance.

This course introduces the student to the basic concepts and tools of strategic business planning and management. The overall framework within which leaders plan and make decisions is studied. Students explore the notion of strategy and how it relates to competitive advantage and success. Students discover different strategic tools to evaluate environmental threats and opportunities, including using industry competitive forces analysis. The course shows how to identify organization strengths and weaknesses and how to develop competencies. Students study the strategic positioning of an organization in its industry and the necessary factors responsible for strategy execution.

OLMA 505 ORGANIZATIONAL RESEARCH, ANALYSIS, & PROBLEM SOLVING

Qualitative and quantitative research methods and data analysis that leaders and consultants use in organizations with particular attention to interview and observation.

Second year

Track one: MA in Organizational Leadership with Life coaching

OLLC 601 Leadership coaching: Theory and Practice

Students will be introduced to the core concepts of coaching and mentoring. This course prepares the student to understand the coaching process, ethics, coach-client relationships, and to explore a biblical worldview of coaching. It also examines a combination of direct training and mentoring, and coaching experience. Students will explore how to build strong coaching partnerships with their clients, and begin to develop the coaching skills required to be a world class leadership coach.

OLLC 602 Psychology of coaching and mentoring

The students will explore key contemporary research to provide an in-depth, international, and competencies-based approach to the psychology of coaching and mentoring. Students will build theoretical models, efficacy, ethics, training of coaching and mentoring on this research of psychology.

OLLC 603 Leadership Coaching in a System (Leadership Coaching System)

Students will explore the role of leadership coaching in a system, as a way of understanding variant models of organizational systems and development. This course will explore how to demonstrate the skills to choose developmentally appropriate interventions that support leaders operating and noctivagating in complex systems and demonstrate the ability to coach to them.

OLLC 604 Leadership Coaching Integration

Students will integrate what they've learned in the leadership coaching system modules and create a plan and structures of support for their own ongoing learning. Students will demonstrate the ability to complete coaching relationships and design systems of support for ongoing reflection and learning for their clients. Students will practice coaching and receive feedback in preparation for their final-coaching practicum. students will be able to Demonstrate an ability to work with a whole leader – mind, body, emotion, spirit, and identity in the context of a complex system

OLLC 605 Coaching Convergences and Practicum

Students will study group formation and group development, as well as the intricacies of coaching, mentoring, and discipling. Students study organizational behavior and explore how OB concepts affect leadership effectiveness.

This course will prepare the students to interact with variant issues and alternatives, and design coaching interventions. This course helps the student to conduct a feasibility analysis in preparation for starting a coaching consultancy or improving an existing consulting operation.

Track two: MA in Organizational Leadership with Worship, Media, and Arts

MAWM 601 Using Creative Arts in Worship (3 units)

This course focuses on using creative arts in worship in diverse cultural contexts.
This course is designed to help students to learn the richness of a worship experience by employing creative arts such as worship dance, drama, diverse genre of music in a worship service. Students are also expected to come up with concrete ways to incorporate the diversity of artistic/cultural media into their worship services.

MAWM 602 Innovative and Creative Worship and Media (3 units)

This course introduces students to the up-to-date media technology that can be put into use in their worship services. This course focuses on innovative biblical, theological, and historical aspects of worship and media. Through taking this course, students will be equipped to critically reflect on the scope, shape, and practices of worship and apply their learning to their practical settings in the Church.

MAWM 603 Audio Production (3 units)

This course focuses on teaching students how to utilize software-based sequencing, synthesis techniques, advanced musical and rhythmic programming, digital audio editing, and applications in musical content creation with the aim to take the quality of the audio media used in worship to the next level.

MAWM 604 Video Production (3 units)

This course is designed to equip students with a hands-on knowledge of video-making and editing skills. By utilizing video-creating software, these media-creating skills will enrich their worship experience in their local church settings.

MAWM 605 Worship Leadership and Administration (3 units)

This course is focused on training students to be equipped with a biblically and theologically well-rounded knowledge of worship leadership and its practice in leading a praise band or a church choir.