The **MASTER OF ARTS IN ORGANIZATIONAL CHANGE AND LEADERSHIP**

is designed for the working professional who wants to make a difference in how the work is completed in his or her organization or business. It’s about being ready when an opportunity comes along to lead in a different direction or guide your organization through change. Ever changing economic and social events require that leaders take bold steps to address emerging issues and developments. Your confidence from learning new approaches can set you apart with readiness to lead new initiatives. This program is designed to be completed in one year of full-time study and classes are offered in a hybrid weekend format that combines classroom instruction with distance learning via the internet.

**ADMISSION REQUIREMENTS:**

- A completed graduate online application
- A baccalaureate degree from a regionally accredited institution
- All official transcripts from each institution of higher education attended
- A current teacher certificate or MAT or GRE score report
- Entrance Essay
- Two Letters of Recommendation
- Current Resume

**DEGREE REQUIREMENTS:**

The program requires thirty semester hours, with courses designed to be completed over the course of one year. Required courses are Human Behavior (HB) 701, 708, 715, 721, 731, 735, 741, 764, 770 and 790.

**PROGRAM CONTACT INFORMATION:**

Office of Professional Studies
Graduate Admissions
1301 Columbia College Drive
Columbia, SC 29203
803-786-3191

For more specific information, visit: [columbiasc.edu/graduate](http://columbiasc.edu/graduate)
COURSE DESCRIPTIONS

HB 701 CONFLICT MANAGEMENT AND NEGOTIATION (3) - Conflict is a normal and expected occurrence in all organizations. Today’s leader must understand the sources of conflict and the best methods for managing or resolving conflict.

HB 708 CHANGE AND INNOVATION IN ORGANIZATIONS (3) - Understand and accommodate change and the resistance that often accompanies it. The need for innovation is critical with ever changing technology and ideas to give the organization a competitive advantage.

HB 715 INFORMED DECISION MAKING THROUGH RESEARCH (3) - Making sound decisions based on reliable, accurate and timely information and data is crucial in today’s environment.

HB 721 LEADERSHIP THEORY AND PRACTICE (3) - Leadership theory and practice, explores models and theories and how they can be applied to the student’s current position and how they can assist the student in attaining his/her future goals.

HB 731 INDIVIDUAL PSYCHOLOGY (3) - How the individual leader finds congruence between his/her self-concept, personal values and the organization’s mission is necessary for success and involves reflection and self-examination.

HB 735 ETHICAL BEHAVIOR IN LEADERSHIP (3) - Lessons from the past decade have taught us that leadership cannot exist without sound ethics and ethical behavior. Individual and organizational ethics must be examined and understood in the proper context. Ethics are the cornerstone of organizational leadership today.

HB 741 ORGANIZATIONAL THEORY AND BEHAVIOR (3) - Examining organizational theory and behavior to gain insight into how organizations function, operate, and change over time.

HB 764 GROUP PROCESS (3) - Leading a cross cultural and global workforce presents unique challenges that require an understanding of group dynamics to lead effectively and guide actions that accomplish goals and sustain participation across the organization.

HB 770 INTERNSHIP (3) - An internship in the final semester provides students the opportunity to work in organizations of related interest and to further practice the skills learned in the program. The internship can also be used to develop a project to explore an area of particular interest.

HB 790 SPECIAL TOPICS (3) - Three semester hour advanced courses on a variety of topics to be developed in response to the particular needs of different classes.