



Department of
Organizational Leadership and Supervision's
Leadership Studies
Certificate



Purpose

The certificate in *Leadership Studies* equips students with the knowledge, skills, experiences, attitudes, perspectives, and tools necessary to understand the broad-based concepts associated with leadership in a variety of individual, organizational, and community settings in an ever changing, pluralistic, global society. A unique feature of this certificate is its ability to attract a diverse group of students from across the myriad of disciplines taught at IUPUI. Such a strong mixture of interdisciplinary perspectives augments the richness of learning that occurs in certificate courses. Upon completion of the certificate in *Leadership Studies*, students should be able to:

- ?? Define and defend their personal philosophy of leadership and ethical behavior;
- ?? Describe behavior in organizational settings at the individual, team/group, and macro-organization levels;
- ?? Identify the stages of team development that occurs within organizations;
- ?? Make leadership-oriented decisions that are ethically, legally, morally, and strategically sound;
- ?? Apply concepts of supervisory management, team building, personnel selection and development, decision-making, resource allocation, conflict resolution, and strategic planning to the solving of individual, team/group, and organizational problems;
- ?? Explain the importance of attracting, managing, and motivating a globally-diverse workforce;
- ?? Improve individual and organizational performance by applying the appropriate leadership theories and processes in practice; and
- ?? Evaluate the appropriateness of leadership behaviors in given situations, and make suggestions for improving those behaviors.

Admission

Candidates for this certificate are required to be formally admitted by the IUPUI Office of Admissions, but are not required to be a student in the Purdue School of Engineering and Technology. Credit will be given for applicable courses taken at other colleges and universities. Credits earned while completing this certificate may be subsequently applied toward either the A.S. or B.S. degree in Organizational Leadership and Supervision (OLS). However, students with a declared major in OLS are not eligible to earn the *Leadership Studies* certificate, due to curricular redundancy.

Prerequisites

English W131 and Communication R110 are *encouraged prerequisites* for enrollment in OLS 252, 263, and 274, and are *required prerequisites* for enrolling in any 300- or 400-level OLS course.

More information continued on reverse side of paper.

Curriculum

Students are required to successfully complete the following courses in order to earn the certificate in *Leadership Studies*:

<u>Course</u>	<u>Title</u>	<u>Credit Hours</u>
OLS 252*	Human Behavior in Organizations	3
OLS 263*	Ethical Decisions in Leadership	3
OLS 274*	Applied Leadership	3
OLS 327	Leadership for a Global Workforce	3
OLS 390	Leadership Theories and Processes	3
OLS 3xx	Any OLS 300- or 400-level Selective Course	3
Total Hours		18

(*OLS 252, 263, and 274 must be taken prior to any other OLS course.)

Course Descriptions

OLS 252 Human Behavior in Organizations (3 cr.)

Studies the bases of human relations and organization of individual and group behavior. Special emphasis is placed on typical supervisory relationships.

OLS 263 Ethical Decisions in Leadership (3 cr.)

This class is for students interested in discussing and contemplating the difficult legal and ethical situations facing managers in all sizes and types of organizations. Students in this class will read and discuss a variety of writings on ethics in the workplace and also analyze both written and videotaped legal/ethical scenarios.

OLS 274 Applied Leadership (3 cr.)

Introduction to and overview of the fundamental concepts of supervision. Emphasis is on the supervisor's major functions and essential areas of knowledge, relations with others, and personal development.

OLS 327 Leadership for a Global Workforce (3 cr.)

Variety of organizational leadership issues including expatriate assignments, international business strategies and their culture and managerial implications, and a review of business and management practices around the world.

OLS 390 Leadership Theories and Processes (3 cr.)

Knowledge and applied leadership skills essential for establishing and continuously improving organizational effectiveness by forestalling and solving workplace problems.

OLS 3xx Any 300- or 400-level OLS Selective Course (3 cr.)

Course to be chosen in consultation with a faculty advisor, based on a student's area of interest.

Administration of Program

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