

**Organizational Behavior Department
Leadership Minor Proposal
September 2013**

Overall Plan: The Organizational Behavior Department of the Weatherhead School of Management would like to offer a minor in the skills of leadership for undergraduate students. The primary objective of the Leadership Minor is to provide students with an in-depth knowledge of the fundamental skills of

leading people in organizations through a combination of theory, introspection, self-development, experiential learning, teamwork, and practice.

As with other minors at the Weatherhead School, the Leadership Minor will comprise five courses. Students electing this minor must take two required courses (ORBH 250 and ORBH 251) and three elective courses selected from among four elective options focusing on leadership skills and topics.

Required Courses:

ORBH 250 - Leading People (LEAD I)

ORBH 251 - Leading Organizations (LEAD II)

- Analyze relevant knowledge of individual level and group-level organizational behavior and

human resource management to become more effective as a leader and manager.

- Develop an accurate self-assessment of your strengths, vision, values and skills to enable you to become a more self-aware leader and manager.
- Identify and explore a long-term career target based on your interests and understanding of self.

context of others based on the here-and-now experience of the group. Prereq: At least sophomore standing.

Learning Outcomes:

- Understand effective group dynamics and how your behavior contributes to these dynamics.
- Practice methods of influencing and motivating others.
- See how different communication styles bring different team results.
- Understand differences and similarities (race, gender, age, nationality, ethnicity, personality, etc.) and how they affect your relationships and behaviors in teams.
- Become more aware of your own feelings and behaviors in small groups and understand

the effects of these on others.

- Learn how to take actions to improve group dynamics.

ORBH 370 - Women in Organizations

Description: This course explores the unique challenges of life for women, with a particular focus on entering modern adulthood after getting a degree. At this stage many choices can be made regarding future careers and relationships. The class guides thinking about how to create successful work in life.

interdependent parties. Negotiation skills are critical to influencing others and thus to effective leadership. The good news is that negotiation is a skill that can be developed. In this interactive course, you will learn how to be a more effective negotiator by learning about the theory and processes of negotiation, participating in negotiation simulations, reflecting on your own and others' negotiation