



ORGANIZATIONAL LEADERSHIP

Achieve More. Together.



ORGANIZATIONAL LEADERSHIP

BACHELOR OF ARTS (ADULT UNDERGRADUATE), MASTER OF ARTS, GRADUATE CERTIFICATES, CONTEMPORARY LEADERSHIP MINOR

Concentration Areas: Organizational Management | Non-Profit Management | Training and Development
Higher Education-Student Services | Professional and Executive Coaching

Welcome

At Lewis University, our BA and MA programs and certificates in Organizational Leadership are designed to increase learning and experience related to organizational effectiveness by focusing on the people who drive our organizations. By concentrating on important aspects in today's workplace related to teamwork, conflict resolution, organizational change and employee motivation, we are creating leaders that can help their organizations achieve greater results. As a student in the program, you'll find:

- Our philosophy is that the function of leadership cannot be separated from the quality of the person. As a result, in this program you'll not only develop as a professional, but will realize your full potential as a person.
- We believe that the challenges of organizational adaptability, speed and complexity are optimally served by leaders with the tools of both scholarship and experience. You will be exposed to both in this program.
- Flexibility is an essential value, so we offer our classes in accelerated eight-week sessions at several locations, on-site in the workplace to cohort groups and online.
- Our faculty are not only grounded in organizational studies, but bring real-world experience to the classroom. Some have served in leadership positions themselves (e.g., former executives, academic deans, clergy members), while others have coached and consulted with leaders as organizational development practitioners.
- We have a diverse student population in our program from a wide variety of backgrounds and experiences, providing a rich opportunity for you to learn from each other.



Together, students and faculty create a dynamic community of learning by sharing experiences, expertise and best practices. Our program is designed to help you grow, advance and take charge of your future. If you have any questions, please don't hesitate to contact us.

Sincerely,

A handwritten signature in black ink that reads "Lesley Page". The signature is written in a cursive, flowing style.

Lesley Page, Ph.D., Chair
Department of Organizational Leadership

TABLE OF CONTENTS

Bachelor of Arts	2
Contemporary Leadership Minor	3
Master of Arts	4
Post-Baccalaureate Certificates	6

••••• **Become the Go-To Person Every Organization Seeks**

According to Job Outlook 2016, more than 80% of employers identify “leadership” as the top attribute they seek in new hires. That’s why Lewis University’s Organizational Leadership programs have been designed to give you the skills you need to be a highly sought-after professional, wherever your career takes you. With faculty who bring real-world experience, theory and business best practices to the program, and great discussions and networking opportunities from our diverse student body, you’ll have the resources to enhance your personal and professional impact through leadership by developing skills in:

- Leading change
- Building teams
- Life and career development
- Values-based decision making

Combined with an in-depth exploration of organizational structure, methodologies and human relations, you’ll have the potential to be an effective leader, develop a team and advance your career upon graduation.

Regina Scott

Sergeant

Chicago Police Department

“This program has been a tremendous help to me professionally. It’s armed me with a tool box full of ideas to best lead, and in some cases, follow. Since being enrolled, I was promoted to the rank of sergeant. I’ve been able to apply what I learned in real time, which has given me a great perspective on leadership and how to best lead and not manage employees.”

Give Your Career an Advantage Through an Understanding of Emotional Intelligence

There was a time when having greater technical knowledge earned you a promotion faster. But once you get promoted, technical skills become less necessary. That’s why developing skills related to emotional intelligence is vital for success in today’s business world, including:

- Being able to manage your emotions under pressure
- Listening in a way that makes others feel heard
- Showing empathy
- Taking responsibility for your mistakes
- Openness to feedback
- Being able to work through conflicts
- Earning others’ respect.

According to the World Economic Forum’s 2016 Future of Jobs report, overall social skills – such as persuasion, emotional intelligence and teaching others – will be in higher demand across industries than technical skills. The faculty of Lewis’ Organizational Leadership program are well-versed in emotional intelligence and can help you make use of it in your career.

A Convenient Way to Earn Your Degree

We understand the challenges that come with coordinating work, family and education. That’s why our programs are designed to help you earn your degree in a format that allows you to find the balance you need to achieve all of your goals. Our programs offer:

- Evening, on-ground classes
- A completely online format
- The ability to mix online and on-ground classes

Organizational Leadership

Develop the Skills to Lead Change in an Organization

Becoming an effective leader takes work and practice. Through this accelerated degree program, you'll drill down into organizational structures, leadership and real-world methodologies to gain an in-depth understanding of:

- Effective approaches to leadership in today's complex organizations
- Human relations
- Change management strategies
- Strategic perspectives
- Interpreting and directing organizational data
- Creative problem solving
- Conflict management and resolution

Bachelor of Arts to Master of Arts Option

The BA to MA option allows you to earn graduate credit toward your master's degree while completing your bachelor's degree. Through the program, you will only need to complete 30 credit hours of graduate coursework instead of 36, using six graduate credit hours to fulfill the requirements for your BA. In order to qualify for the BA to MA option, you must:

- Major in Lewis' BA in Organizational Leadership degree
- Have a minimum Grade Point Average of 3.0
- Reach senior status
- Submit a graduate application, meet with a representative from the Office of Graduate Admission and be accepted into the Master's program

Admission Requirements

To be admitted into the Organizational Leadership, BA (Accelerated) program, students should have:

- A minimum of 30 hours of transferrable credit, including College Writing I or equivalent, at a regionally accredited, post-secondary institution
- A 2.0 Grade Point Average (GPA) or better based upon all transferrable courses
- Demonstrable evidence of significant work experience or military training
- A personal statement outlining a plan for achieving success in an adult accelerated program at Lewis University

Credits earned through Prior Learning Assessment cannot be used to satisfy the transfer credit hour requirement.

CURRICULUM

Total Credit Hours: **128** Major Credit Hours: **42**

CORE COURSES (30)

ORGL-30000	Introduction to the Applied Social Sciences (3)
ORGL-32000	Life, Career and the Emerging Workplace (3)
ORGL-33000	Social Theory (3)
ORGL-34000	Organizational Development (3)
ORGL-36000	Positive Leadership (3)
ORGL-40000	Learning in Organizations (3)
ORGL-42000	Leadership for Service (3)
ORGL-43000	Organizational Communication (3)
ORGL-44000	Organizational Research Analysis (3)
ORGL-45000	Internship (3)

RELATED ELECTIVE COURSES (12)

Advisor-approved appropriate electives are offered on a regular basis.

ADVANCED WRITING REQUIREMENT

ORGL-44000	Organizational Research Analysis (3)
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MINOR

Contemporary Leadership

Learn the Soft Skills Employers Look for and Give Your Career Every Advantage Upon Graduation

Designed for traditional undergraduate students, the Contemporary Leadership Minor is a great complement to almost any major. It teaches communication, teamwork, problem solving and personal impact/presence – all the soft skills employers are looking for. Upon completion of the minor, you'll be able to:

- Describe a broad range of leadership theories across disciplines
- Analyze individual strengths and development opportunities through leadership assessments
- Show foundational knowledge of leadership styles that foster collaboration and teamwork
- Demonstrate, value and appreciate human differences, social responsibility, ethics, global perspectives and civic responsibility
- Exhibit leadership skills acquired through experiences in co-curricular activities

Jack Book

Manufacturing Project Engineer

“There are so many things that I’ve learned over the last few years, and my hopes and prayers are that I’ll be able to practice my new-found knowledge. Completing my degree will give me the skills to control my career development.”



CURRICULUM

CORE COURSES (12)

COMM-21600 Small Group Communication and Teamwork (3)

COMM-34700 Leadership Communication and Effectiveness (3)

ORGL-47500 Contemporary Leadership Practicum (3)

ORGL-48000 Contemporary Leadership Capstone (3)

ELECTIVE (3)

One course from within the university's curriculum that focuses on leadership is required for this elective. The intent is for students to gain a deeper understanding and appreciation for the broad need for leadership across disciplines, subjects and industries. Course choice will depend on college and departmental approval.

Organizational Leadership

Strengthen Your Leadership Skills by Learning About Yourself and Increase Your Potential for New Career Opportunities and Growth

Knowing your personal strengths and talents is paramount to becoming a stronger leader. By understanding yourself, you're better able to understand others and provide them with the guidance that leads to successful outcomes and opportunities. That's why our MA program in Organizational Leadership teaches the people side of leadership. By focusing on how people function, you can help them reach their full potential while opening new doors for your career. Upon completion of the program, you'll have a foundation in:

- Applying current styles and approaches to leading effectively
- Supporting direction through vision and strategy
- Understanding organizational culture
- Building teams and managing human resources
- Using power and influence to build consensus and manage conflict
- Instituting a sense of ownership among employees at your organization

Specialize in a Degree That Best Fits Your Professional Interests and Career Goals

We offer five areas of concentration in the Organizational Leadership, MA program so you can appropriately tailor your degree to your career goals.

- Professional and Executive Coaching: Develop the skills to become an effective internal or independent executive coach. Certified by the International Coach Federation.
- Organizational Management: Obtain the management tools, leadership skills and understanding of human behavior to ensure employees work together efficiently.
- Non-Profit Management: Develop skills to manage employees and volunteers, work as an effective board member, plan events and fundraisers, and manage

culturally diverse organizations. Lewis is named among the Top 20 Online Master's Programs in Non-Profit Management by *Top Management Degrees*.

- Training and Development: Enhance organizational effectiveness through training design and implementation, maximizing employee potential and aligning organizational outcomes with culture.
- Higher Education – Student Services: Learn how to successfully administer student services and the functional workings of student affairs departments.

Admission Requirements

To be admitted into the Organizational Leadership, MA program, students must:

- Hold a baccalaureate degree from a regionally accredited institution of higher education
- Have a 3.0 Grade Point Average (GPA) OR have a 3.0 GPA on a 4.0 scale in the last 60 undergraduate hours OR possess a cumulative GPA of 3.0 based upon the completion of two 3-credit hour leadership graduate courses at Lewis University with no grade lower than B
- Provide two letters of recommendation
- Write an essay concerning your personal and professional goals

Candice Pernel

Senior Test Development Specialist

National Board of Osteopathic Medical Examiners

"The best thing about the MAOL program is the breadth of knowledge one can gain. Each course is packed with great resources and useful information, and is taught by very knowledgeable instructors. I've been challenged by the work, met new colleagues and had fun learning about the topics. I've already begun to put what I've learned to use in my day-to-day work. I've been able to put theories into practice and become a better manager and teammate."

CURRICULUM

Total Credit Hours: **36**

CORE COURSES (24)

- ORGL-50900 Leadership: Theories, Practice and Context (3)
- ORGL-51200 Assessing Leadership Skills (3)
- ORGL-52400 Leading Change (3)
- ORGL-53600 Ethics, Integrity and Social Responsibility (3)
- ORGL-53900 Conflict Management (3)
- ORGL-55500 Psychology of Motivation (3)
- ORGL-59200 Workplace Research: Critical Thinking and Decision Making (3)
- ORGL-59500 Capstone: Leadership and the Future (3)

CONCENTRATION COURSES (12)

Higher Education – Student Services Concentration (HEDU)

- ORGL-51600 Principles of Higher Education: Mission and Directions (3)
- ORGL-55600 Systems and Services in Higher Education (3)
- ORGL-55800 Planning Strategically (3)
- ORGL-57200 Adult Development (3)

Some courses in the Higher Education – Student Services Concentration may be offered online only.

Non-Profit Management Concentration (NPMG)

- ORGL-55800 Planning Strategically (3)
- ORGL-56100 Organizational Cultures and Systems (3)
- ORGL-56700 Working with the Community: Boards to Volunteers (3)
- ORGL-57000 Stewardship and External Support (3)

Some courses in the Non-Profit Management Concentration may be offered online only.

Training and Development Concentration (TRND)

- ORGL-52700 Building Teams (3)
- ORGL-54500 Mentoring and Coaching (3)
- ORGL-56100 Organizational Cultures and Systems (3)
- ORGL-57700 Design and Delivery of Training (3)

Some courses in the Training and Development Concentration may be offered online only.

Professional and Executive Coaching Concentration (COAC)

- ORGL-54600 Introduction to Professional and Executive Coaching (3)
- ORGL-54700 Coaching Methodologies (3)
- ORGL-54800 Building a Coaching Practice (3)
- ORGL-54900 Coaching Assessments and Research (3)

The Professional and Executive Coaching Concentration follows the requirements set forth by the International Coaching Federation (ICF). While Lewis University does not provide a certificate upon completion of this concentration, it does prepare students who desire to obtain a coaching license/certificate. Students can obtain more information about this concentration from their advisor.

All courses in the Professional and Executive Coaching Concentration will be offered online and will require synchronous learning.

Organizational Management Concentration (ORGM)

- ORGL-52700 Building Teams (3)
- ORGL-55800 Planning Strategically (3)
- ORGL-56100 Organizational Cultures and Systems (3)
- ORGL-56500 Finance as Organizational Text (3)

Some courses in the Organizational Management Concentration may be offered online only.

POST-BACCALAUREATE CERTIFICATES

Organizational Leadership

Continue Your Professional Development and Earn the Credentials to Advance Into a Leadership Role

Looking to advance your career without having to earn a new degree? Our Organizational Leadership Post-Baccalaureate Certificate programs will help you explore foundational leadership theories, as well as leadership itself, as a social and dynamic phenomenon. Our certificate programs will also help you develop critical-thinking and decision-making skills to enhance leadership and organizational effectiveness. Each program contains the same in-depth instruction as our master's programs, with classes conducted in accelerated eight-week sessions in online and on-ground evening formats. You can potentially earn your certificate in one year, and the credits you earn are transferrable to the master's degree program.

Admission Requirements

To be admitted into an Organizational Leadership Certificate program, students must:

- Possess a baccalaureate degree from a regionally accredited institution of higher education
- Have a Grade Point Average of 3.0 on a 4.0 scale in the last 60 hours of undergraduate courses
- Provide two letters of recommendation
- Submit an essay concerning your personal and professional goals

Organizational Leadership Certificate

Designed for professionals in corporate, nonprofit, public and private sectors, this program will teach you to:

- Develop strategies designed to influence others to exceed expectations and embrace efforts to improve policies and procedures
- Take actions that are grounded in ethical principles and mindful of the potential impact on followers
- Recognize and appreciate the role of leadership in shaping organizational culture with particular emphasis on diversity, participative management and self-reflection



REQUIRED COURSES (18)

ORGL-50900	Leadership: Theories, Practices and Context (3)
ORGL-51200	Assessing Leadership Skills (3)
ORGL-52400	Leading Change (3)
ORGL-53600	Ethics, Integrity and Social Responsibility (3)
ORGL-53900	Conflict Management (3)
ORGL-55500	Psychology of Motivation (3)

Some courses required for this certificate may be offered online only.

Higher Education Leadership Certificate

Created to enhance the work of current professionals in higher education and student services, this certificate will teach you to:

- Recognize current and future challenges facing higher education institutions, and formulate strategies for meeting them
- Create a strategic plan for a new organizational initiative
- Make decisions and take actions that are mindful of the latest trends in higher education and student services, as well as the unique needs of an institution and its students

REQUIRED COURSES (18)

- ORGL-50900** Leadership: Theories, Practices and Context (3)
- ORGL-51600** Principles of Higher Education: Mission and Directions (3)
- ORGL-52400** Leading Change (3)
- ORGL-55600** Systems and Services in Higher Education (3)
- ORGL-55800** Planning Strategically (3)
- ORGL-57200** Adult Development (3)

William Rowley

Sergeant

Aurora Police Department

“The educators here genuinely want to see their students achieve. This is not simply a place to come and get a degree. It’s clear that the purpose of this program is to become a better person, professionally and personally. I appreciate that more than anything.”



Professional and Executive Coaching Certificate

Accredited by the International Coach Federation (ICF), this certificate program has been developed for those looking to hold positions in organizational development, human resources and coaching. You will be prepared for the ICF’s credentialing exam by ICF-certified faculty who will teach you to:

- Develop a comprehensive understanding of business coaching theory, methodology and techniques
- Discover the most up-to-date research-based coaching strategies and best practices
- Establish a practice inside an organization or as an independent consultant
- Create coaching programs for your work teams



Lewis students hold a 100% pass rate on the ICF Exam.

REQUIRED COURSES (18)

- ORGL-50900** Leadership: Theories, Practices and Context (3)
- ORGL-51200** Assessing Leadership Skills (3)
- ORGL-54600** Introduction to Professional and Executive Coaching (3)
- ORGL-54700** Coaching Methodologies (3)
- ORGL-54800** Building a Coaching Practice (3)
- ORGL-54900** Coaching Assessments and Research (3)

Some courses required for this certificate may be offered online only.

Apply Now!

Applying to Lewis University is simple:

- Complete an application at www.lewisu.edu/apply
- Submit transcripts from all previously attended institutions of higher learning
- Submit your two letters of recommendation, essay and personal statement
- Submit the \$40 application fee

Why More Graduate Students Choose Lewis

Take a closer look at Lewis and you'll find more than someplace to get your next degree. You'll find a values-based, ethically focused approach to education from faculty who are experts in their fields. You'll find faculty and staff who understand your need to balance work, family and education and work with you to accomplish your goals. And you'll find a respected, state-of-the-art institution of higher learning that's been recognized by renowned publications, the U.S. government and more. See for yourself:

- Lewis is recognized as a research and educational leader in the field of Organizational Leadership
- One of a limited number of schools that officially prepare students for the International Coach Federation (ICF) exam for coaching certification
- Recognized as a Top Regional University in the Midwest by *U.S. News & World Report*
- Recently named #1 best private college value in Illinois by *Great Value Colleges*
- Small, interactive classes so you can grow with your peers led by dedicated faculty who are experts in their field with real-world experience

Let Us Talk To You About Funding Your Education

We're dedicated to making your degree as affordable as possible. That's why Lewis offers transfer-friendly credit policies, employer tuition discounts and tuition deferral plans. You might also qualify for Federal Stafford Loans, veterans' benefits or scholarships. Put all those pieces together and you'll find that we're one of the most affordable private Universities in the Chicago area. To apply for financial aid:

- Submit your application for admission at lewisu.edu/apply.
- Complete the Free Application for Federal Student Aid (FAFSA) at fafsa.ed.gov and use 001707 for Lewis' school code.
- If your FAFSA application is selected for verification, Lewis will request additional documentation (IRS tax transcript, verification of child support, etc.). The IRS Data Retrieval process provides the easiest way to meet these requirements.
- Within two weeks upon acceptance to Lewis and completion of the FAFSA, notification of financial aid eligibility will be mailed to your address on file. Simply follow the steps outlined in the packet.
- If you're awarded financial aid, you must complete the Entrance Counseling and Direct Stafford Loan Promissory Note (MPN) upon receiving your Financial Aid Award Letter.

If you have any questions about the types of financial aid you may qualify for, contact our Financial Aid office at (815) 836-5263.

Ellen Lucke

Founder

Blue Skies Metals

"I really enjoy the program and the diversity of students. We've been exposed to a new way of thinking, as well as given ways to apply that thinking in different industries. It's reaffirming that I can learn new things."

Lewis University

Mission Statement: Guided by its Catholic and Lasallian heritage, provides to a diverse student population programs for a liberal and professional education grounded in the interaction of knowledge and fidelity in the search for truth. Lewis promotes the development of the complete person through the pursuit of wisdom and justice. Fundamental to its Mission is a spirit of association which fosters community in all teaching, learning, and service.

A Welcoming Campus

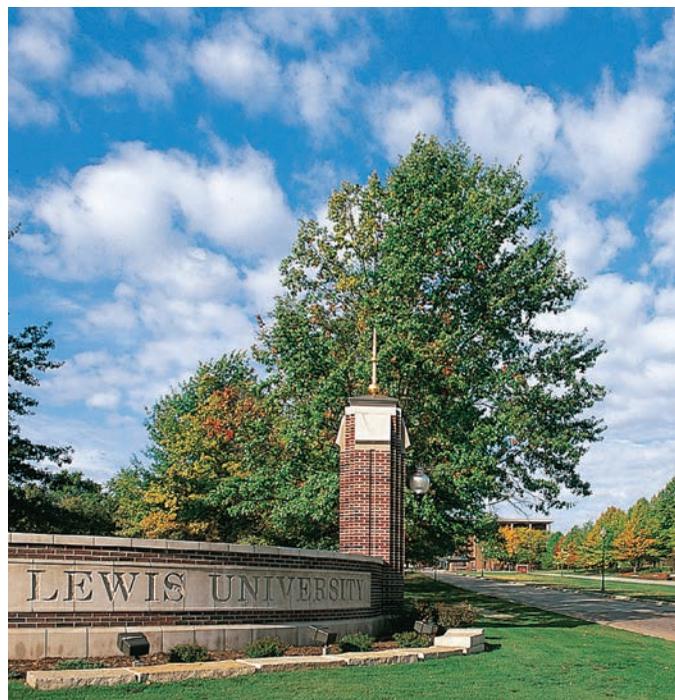
The Lewis main campus in Romeoville, Illinois, is a picturesque 410-acre setting which houses 1,300 students in 12 residence halls, all within walking distance of well-equipped classrooms, the library, the JFK Recreation and Fitness Center, the Student Union, and the Sancta Alberta Chapel. Lewis sites are also located in Oak Brook and Tinley Park. Additionally, classes are offered at numerous sites throughout the Chicagoland area and in Albuquerque, N.M. All campuses are easily accessible to corporate offices in Chicago and the suburbs, making it easy for students to complete professional internships.

Enrollment

Lewis currently has nearly 6,500 undergraduate and graduate students. Many are from the Chicago region, with international students representing nearly thirty different countries.

Outstanding Academic Choices

Located in the Midwest, Lewis University is a comprehensive, Catholic university, where the traditions of liberal learning, values and preparation for professional work come together with a synergy that gives the university its educational identity and focus. Founded in 1932, Lewis is a dynamic, coeducational university offering nearly 80 undergraduate majors and programs of study, 35 graduate programs, and certificates of advanced study. Lewis is one of many schools sponsored by the De La Salle Christian Brothers, an international Roman Catholic teaching order.



Experienced Faculty

Lewis has more than 200 full-time faculty members who take their students' personal and professional success to heart. The majority hold terminal degrees in their fields. Many are experienced practitioners. The student/faculty ratio is 13:1.

Accreditation

Lewis University is accredited by, and a member of, the Higher Learning Commission.

Information contained herein is subject to change without notice. Lewis University reserves the right to revise, supplement, or rescind its contents at any time.



Multiple locations make it easier for you to achieve your goals.

Main Campus	Lewis University at Tinley Park	Lewis University at Oak Brook	Lewis University at Albuquerque
One University Parkway Romeoville, IL 60446	18501 Maple Creek Drive Tinley Park, IL 60477 (708) 444-3180	1111 W. 22nd Street, Suite 700 Oak Brook, IL 60523 (630) 573-1740	2440 Louisiana Blvd. NE Albuquerque, NM 87110-4383 (505) 25-LEWIS
For the Bachelor of Arts program , contact the Office of Admission: (815) 836-5250 admission@lewisu.edu			
For the Master of Arts or Certificate programs , contact the Office of Graduate Admission: (815) 836-5610 grad@lewisu.edu			

For More Information

grad@lewisu.edu

(815) 836-5610



Office of Graduate Admission
One University Parkway
Romeoville, IL 60446
(815) 836-5610