



Crowley's Ridge College

Harding University Center for Leadership & Development Partner

With an MOU in place, the **Harding University Center for Leadership & Development (the Center)** would like to name **Crowley's Ridge College** as a **Center Partner**. Additionally, the Center would like to offer a special tuition discount of 15% in exchange for helping us promote our academic offerings. Our offerings are fully online.

- The **Master of Arts in Organizational Leadership (MAOL)** is a 30-credit hour (10 classes) graduate program.
- The **Graduate Certificate in Executive and Workplace Coaching*** is a 12-credit hour (4 classes) graduate certificate accredited by the International Coaching Federation (ICF).
- The **Graduate Certificate in Human Resources** is a 12-credit hour (4 classes) graduate certificate.
- The **Graduate Certificate in Learning & Development** is a 12-credit hour (4 classes) graduate certificate.

Tuition is \$638/credit hour, regardless of the Center program (\$542/credit hour with the Partner discount.)

*The 4 courses that make up the Graduate Certificate in Executive and Workplace Coaching include an additional fee of \$250 per course, which is used to meet ICF requirements for mentor coaching.

The MAOL Program

A degree in organizational leadership offers courses that cover:

- Establishing Goals
- Communicating Effectively
- Developing Narratives
- Managing Conflict
- Developing Strategic Plans
- Understanding the Impact of Innovation
- Executing Plans
- Leadership Development of Individuals & Teams
- Ability to Evaluate Organizational Effectiveness

INTENTIONALLY DEVELOPING

**EFFECTIVE
LEADERS**

"I didn't realize how much I needed this program until I started it."





Concentrations Available

The 30-hour degree program includes 12 elective credit hours. You can use these four elective courses to get a certificate in **Executive and Workplace Coaching**, in **Learning and Development**, or in **Human Resources**.

Core Course Descriptions

LEAD 6101: Personal Leadership Development – Personal Leadership Development is focused on the personal development of each student. Designed to promote self-discovery, the course invites students to participate in a battery of assessments to identify their personality type and other factors that contribute to their leadership effectiveness. Students are also provided an opportunity to consider their personal and professional goals and develop a personal strategy to pursue their goals. (3 Credit Hours)

LEAD 6102: Organizational Communications – Organizational Communications introduces students to a range of effective workplace communication strategies. The content of this course includes personal communication, developing engaging narratives, leading meetings, cross-cultural communications, social media management, press and crisis communication. Participants will learn to identify and adapt their messaging to meet the specific needs of their audience. (3 Credit Hours)

LEAD 6103: Leadership Theory & Process – Leadership Theory and Practice explores current thinking about the concepts of leadership. While the primary focus is on the development of an understanding and interpretation of the various theories and models of leadership, the course also has a focus on community engagement enterprises as an example of leadership in practice. (3 Credit Hours)

LEAD 6104: Leading Change & Innovation – Leading Change and Innovation reviews the role of leadership in leading change and promoting innovation. In addition to considering the role of leaders, the course also examines the processes and key factors that contribute to an organization's ability (or inability) to successfully manage change and innovate. Students will also review the key challenges to personal and organizational change. (3 Credit Hours)

LEAD 6105: Negotiation Skills – Negotiation Skills provides the knowledge and skill set to effectively negotiate situations with teams, employees, clients, customers, and other stakeholders. Topics include negotiation planning, strategy, communication, framing, and settlements. Countering manipulative tactics and hardball approaches are addressed. Skills are obtained through extensive hands-on activities and practice negotiations. (3 Credit Hours)

LEAD 6106: Team Building and Team Dynamics – Team Building and Team Dynamics explores the psychological theories and models used to construct and maintain healthy groups and teams. Students will consider the key factors that contribute to effective teams. Particular focus will be given to understanding current research regarding team dynamics, leadership diversity, biases, goal setting, motivation, ethical expectations and cultural norms that define successful teams. (3 Credit Hours)



Classes for Spring 2024

Block 1: Spring	6101	Personal Leadership Development	Kehl	Kevin	Jan 8- March 1
Block 1: Spring	6103	Leadership Theory and Practice	Copeland	Nathan	Jan 8- March 1
Block 1: Spring	6201	Coaching Theory & Methodology (coaching class)	Baker	Dave	Jan 8- March 1
Block 1: Spring	6301	Talent Management Essentials (HR class)	Metheny	Glen	Jan 8- March 1
Block 1: Spring	6403	Training Transfer & Effectiveness (learning and development class)	Bishop	Andrea	Jan 8- March 1
Block 1: Spring	6404	Leadership, Diversity, & Training (learning and development class)	Bishop	Andrea	Jan 8- March 1

Block 2: Spring	6105	Negotiation Skills	Bertrand	Fila	March 11 - May 3
Block 2: Spring	6204	Coaching for Growth (coaching class)	Ellis	Rhonda	March 11 - May 3
Block 2: Spring	6303	Compensation Management (HR class)	Wood	Jon	March 11 - May 3
Block 2: Spring	6402	Training Design Theory & Application (learning and development class)	Valentine	Naomi	March 11 - May 3



Classes for Summer 2024

Summer24	6102	Organizational Communications	Bishop	Andrea	June 3 - July 26
Summer24	6104	Leading Change & Innovation	Crouch	Michael	June 3 - July 26
Summer24	6106	Team Building & Dynamics	Miller	Todd	June 3 - July 26
Summer24	6203	Ethical Practice of Coaching (coaching class)	Zelnick	Linda	June 3 - July 26
Summer24	6302	Leadership, Talent Acquisition & Retention (HR class)	Shero	Phil	June 3 - July 26
Summer24	6404	Leadership Diversity & Training (learning and development class)	Bishop	Andrea	June 3 - July 26

Anticipated classes for Fall 2024, block 1

Block 1: Fall	6101	Personal Leadership Development	Kehl	Kevin	Aug 19- Oct 11
Block 1: Fall	6102	Organizational Communications	Bishop	Andrea	Aug 19- Oct 11
Block 1: Fall	6103	Leadership Theory & Practice	Copeland	Nathan	Aug 19- Oct 11
Block 1: Fall	6202	Coaching Application & Practice (coaching class)	Cauley	Michael	Aug 19- Oct 11
Block 1: Fall	6304	People & Culture: Policy & Law (HR class)	Tirhi	Rachel	Aug 19- Oct 11
Block 1: Fall	6401	Foundations in Training & Development (learning and development class)	Mercado	Rosalinda	Aug 19- Oct 11

Block 2 on following page



Anticipated classes for Fall 2024, block 2

Block 2: Fall	6104	Leading Change & Innovation	Crouch	Michael	Oct 14 - Dec 13
Block 2: Fall	6105	Negotiation Skills	Bertrand	Fila	Oct 14 - Dec 13
Block 2: Fall	6106	Team Building & Team Dynamics	Miller	Todd	Oct 14 - Dec 13
Block 2: Fall	6201	Coaching Theory & Methodology (coaching class)	Baker	Dave	Oct 14 - Dec 13
Block 2: Fall	6301	Talent Management Essentials (HR class)	Metheny	Glen	Oct 14 - Dec 13
Block 2: Fall	6402	Training Design Theory & Application (learning and development class)	Valentine	Naomi	Oct 14 - Dec 13

To apply or to express more interest, potential students can begin at harding.edu/maol. On that page are links to inquire or to apply.