Department of Leadership and Organizational Psychology

Accreditation

- All Azusa Pacific University programs are accredited by the WASC Senior College and University Commission (WSCUC).

Learn more about the Department of Leadership and Organizational Psychology.

Admission

University graduate admission and program acceptance requirements must be met before an application is complete (see the Admission to the University section of this catalog).

Learn more about program-specific application requirements.

International students applying for the department’s Azusa-based programs have a separate application procedure. Contact the International Center at +1-626-812-3055 for more information.

Programs Offered

- Master of Arts in Leadership (Also Online)
  - Leadership Development Emphasis
  - Executive Leadership Emphasis
  - Leadership Studies Emphasis
  - Sport Management and Integrated Leadership Emphasis
- Master of Science in Organizational Psychology

GLDR 500, Academic Writing Skills, 3 Units

This course improves the academic writing skills of students who intend to pursue graduate work in the M.A. in Global Leadership program. Students attain knowledge, skills, and awareness of various writing tasks, including summaries, critiques (book and/or article reviews), data commentaries, and research papers. In addition to analyzing various forms of academic writing, students also focus on discourse-level and sentence-level mechanics, vocabulary, and grammar structures. Students also learn to adhere to APA formatting while avoiding unintentional plagiarism. Pre-writing, drafting, and revising are addressed through interactive exercises such as interviews and peer editing. To the extent possible, assignments are tied to the students' graduate coursework. This course is a supplemental course that does not count toward degree completion of either the M.A. in Organizational Leadership or the M.A. in Global Leadership.

Prerequisite: GLDR courses offered for M.A. in Global Leadership students only. M.A. in Leadership students should enroll in LDRS courses.

GLDR 501, Foundations of Global Leadership Theory and Practice, 3 Units

This course presents a conceptual and practical survey of predominant theories of leadership, providing students with opportunities for critical reflection and application within their particular global perspective. A focus is given to transformational theories of leadership and application is made to the M.A. in Global Leadership core competencies.

Prerequisite: GLDR courses offered for M.A. in Global Leadership students only. M.A. in Leadership students should enroll in LDRS courses.

GLDR 502, Cornerstones of Christian Leadership Across Cultures, 3 Units

This course utilizes APU's Four Cornerstones to discuss global leadership from the Christian tradition. Jesus is presented as the ultimate servant leader and His global followers as people that have both succeeded and failed in following His example. Students probe into how Christian scholars have written about and understood leadership from multiple cultural perspectives, gaining a faith-based benchmark for further studies in global leadership. This course may not be taken for credit if the student has previously taken GLDR 574.

Prerequisite: GLDR courses offered for M.A. in Global Leadership students only. M.A. in Leadership students should enroll in LDRS courses.
GLDR 503, Organizational Behavior Across Cultures, 3 Units
This course investigates the effective functioning of individuals and groups within organizational settings, particularly in non-Western environments. Emphasis is placed on how leaders perceive organizations from strategic design, organizational culture, and political environment perspectives. It applies theoretical concepts to major organizational challenges such as organizational effectiveness, motivation, conflict, job stress and satisfaction, and decision making. Course focus includes organizational communication plus attitudinal and behavioral implications for leaders. This course may not be taken for credit if the student has previously taken LDRS 591.
Prerequisite: GLDR courses offered for M.A. in Global Leadership students only. M.A. in Leadership students should enroll in LDRS courses.

GLDR 510, Creative and Collaborative Leadership in Cross-cultural Settings, 3 Units
This course enables students to integrate the concepts of personality, global leadership, and creativity; investigate collaborative leadership; identify and apply creativity and preferred global leadership styles; and explore the effects that leadership styles can have on given cross-cultural organizational communities.
Prerequisite: GLDR courses offered for M.A. in Global Leadership students only. M.A. in Leadership students should enroll in LDRS courses.

GLDR 516, Mentoring and Developing Global Leaders, 3 Units
This course focuses on the process and practice of leadership development both for individuals and groups of people within organizations and communities for future sustainability. Models, systems, and programs are presented. Mentoring and empowerment concepts lead to real-life applications of these skills.
Prerequisite: GLDR courses offered for M.A. in Global Leadership students only. M.A. in Leadership students should enroll in LDRS courses.

GLDR 520, Vocation and Calling in a Changing World, 3 Units
In a fast-paced, globally sensitive world, the concepts of career continually change, but work/life planning remains important personally and professionally. This course helps students grasp their true overarching vocation in life as it connects to the purposes of God in this world to steward the Earth and its peoples globally. Vocation then influences what is done with their life. Various self-assessment tools and diagnostic instruments are utilized to evaluate work history, interests, skills, values, and career anchors. Students also learn to design career programs for organizational settings.
Prerequisite: GLDR courses offered for M.A. in Global Leadership students only. M.A. in Leadership students should enroll in LDRS courses.

GLDR 529, Ethics in a Changing Organizational Environment, 3 Units
This course raises the student's moral recognition level, provides a process for making moral decisions in an organizational context, and considers ethical problems according to Christian principles, exploring the role of ethics in the study of leadership on both a personal and theoretical level.
Prerequisite: GLDR courses offered for M.A. in Global Leadership students only. M.A. in Leadership students should enroll in LDRS courses.

GLDR 534, Leadership and Change, 3 Units
Self-examination, change theory, and organizational culture are utilized in this course as lenses through which global leaders are examined as change agents. Each lens is assessed in light of implications for those involved in the change initiative. Special attention is focused on the transformational change that takes place for global leaders and followers when the call for change occurs. Application is made to non-Western organizations, informal networks, temporary situations, and other social contexts.
Prerequisite: GLDR courses offered for M.A. in Global Leadership students only. M.A. in Leadership students should enroll in LDRS courses.

GLDR 542, Leading Across World Cultures, 3 Units
In a global society that incorporates varied cultural perspectives, local and global leaders need the knowledge and skills that promote cultural awareness, sensitivity, and effectiveness. While maintaining their national identity, leaders in the 21st century must also acquire intercultural competencies and knowledge of how leadership plays out in various cosmopolitan settings. This course introduces theories of ethno-leadership and models for leading across cultures. Students learn to discern the values that underlie ethnic, tribal, and community behaviors - a crucial task for effective leadership in diverse contexts.
Prerequisite: GLDR courses offered for M.A. in Global Leadership students only. M.A. in Leadership students should enroll in LDRS courses.

GLDR 552, Adult Development, 3 Units
This course provides an examination of selected theories of adult development in the context of organizational leadership. Utilizing a multidisciplinary approach, the developmental issues that individuals confront in the workplace are analyzed and accessed from a theoretical perspective, and programs and approaches to address these issues are designed. Relevant tools for assessment and evaluation of individuals, groups, and organizations are introduced.
Prerequisite: GLDR courses offered for M.A. in Global Leadership students only. M.A. in Leadership students should enroll in LDRS courses.

GLDR 561, Leadership, Groups, and Conflict, 3 Units
This course utilizes experience-based methods, case studies, reading material, and simulations to help students better understand small-group behavior. It accounts for differing global perspectives as role behavior, group dynamics, conflict control, leadership, and group development are examined. This course also addresses motivation and problem solving as essential elements of organizational behavior.
Prerequisite: GLDR courses offered for M.A. in Global Leadership students only. M.A. in Leadership students should enroll in LDRS courses.
GLDR 563, Counseling and Coaching Skills for Leaders, 3 Units
This course includes an introduction to and overview of various theoretical approaches to the helping relationship and an examination of helping techniques (with culturally diverse populations) and coaching roles. Behavior development and change as an interpersonal process is addressed. Practice in role-playing situations involving various helping and human relations skills is included.
Prerequisite: GLDR courses offered for M.A. in Global Leadership students only. M.A. in Leadership students should enroll in LDRS courses.

GLDR 571, Designing Learning Strategies for a Global Environment, 3 Units
A global leader's role in designing and implementing effective learning strategies and effective methods for educating adults is the focus of this course. Emphasis is placed on creating culturally appropriate programs focused on discussion-oriented teaching, learning styles, inspiring presentation skills, and results-oriented outcomes. Students are given opportunities to demonstrate competency in the principles and practices of materials development, teaching, training, and skill development.
Prerequisite: GLDR courses offered for M.A. in Global Leadership students only. M.A. in Leadership students should enroll in LDRS courses.

GLDR 574, Servant Leadership, 3 Units
This course explores biblical, historical, and contemporary theories, models, and perspectives of leadership and how they relate to issues of power, authority, manipulation, influence, persuasion, and motivation; leadership effectiveness skills in the areas of understanding organizational culture, group process, communication, and conflict resolution; leadership efficiency focusing on visioning, goal setting, self-management, understanding of leadership styles, preferences, and the learning process; and leadership empowerment and the stewardship of human resources. The objective of the course is to encourage the discovery and utilization of one's leadership knowledge, skills, and attitudes as one influences others wherever one lives, works, and serves, with an emphasis on servant-leadership values. This course is only available to students of the former Operation Impact program and may not be taken for credit if the student has previously taken GLDR 502.
Prerequisite: GLDR courses offered for M.A. in Global Leadership students only. M.A. in Leadership students should enroll in LDRS courses.

GLDR 592, Research and Assessment Tools for Global Leaders, 3 Units
This course provides an introduction to basic concepts, principles, and methods of evaluation and research to be utilized in leadership settings globally. It focuses on literature-based review, needs assessment, survey development, and understanding data while introducing basic statistical (quantitative research) and basic interview analysis (qualitative research).
Prerequisite: GLDR courses offered for M.A. in Global Leadership students only. M.A. in Leadership students should enroll in LDRS courses.

GLDR 595, Capstone in Global Leadership, 3-6 Units
Field research enables learners to identify, develop, and study an area of interest. The study involves problem analysis and a literature review; the development, testing, and evaluation of a new idea, program, concept, etc.; and the submission of a summary of the process for publication or presentation. The project provides an opportunity to utilize the learning and skills acquired in the graduate program. The former Operation Impact Program allows 3- or 6-unit Capstone Projects.
Prerequisite: GLDR courses offered for M.A. in Global Leadership students only. M.A. in Leadership students should enroll in LDRS courses.

GLDR 597, Current Issues in Global Leadership, 3 Units
Current global topics are chosen for discussion, research, and decision making relevant to the M.A. in Global Leadership program.
Prerequisite: GLDR courses offered for M.A. in Global Leadership students only. M.A. in Leadership students should enroll in LDRS courses.

GLDR 598, Special Topics in Global Leadership, 3 Units
In this course, a topic of current interest or need is examined in depth. Students analyze and evaluate topics/issues to reach and express a position, provide training for a particular population, or enhance personal development. If students elect this course more than once during their program, each course must address a different topic.
Prerequisite: GLDR courses offered for M.A. in Global Leadership students only. M.A. in Leadership students should enroll in LDRS courses.

GLDR 599, Readings in Global Leadership Studies, 3 Units
The independent study vehicle allows students and their sponsoring faculty members to pursue approved investigations beyond regular course offerings.
Prerequisite: GLDR courses offered for M.A. in Global Leadership students only. M.A. in Leadership students should enroll in LDRS courses.

LDRS 501, Foundations of Leadership Theory, 3 Units
This course provides a conceptual and practical survey of predominant leadership theories providing students with opportunities for critical reflection and application. A focus is given to transformational theories of leadership and application is made to the M.A. in Leadership core competencies.
Prerequisite: LDRS courses offered for M.A. in Leadership students only. M.A. in Global Leadership students should enroll in GLDR courses.

LDRS 502, Cornerstones of Christian Leadership, 3 Units
This course utilizes APU's Four Cornerstones to discuss leadership from the Christian tradition. Students look at the example of Jesus, the ultimate servant leader, and how His followers throughout history have both succeeded and failed in following His example. Through probing into how Christian scholars have written about and understood leadership, as well as seeking to show that the goal of Christian leadership is to serve God and the common good of humanity, students gain a faith-based benchmark for further studies in leadership.
Prerequisite: LDRS courses offered for M.A. in Leadership students only. M.A. in Global Leadership students should enroll in GLDR courses.
LDRS 503, Organizational Behavior, 3 Units
This course investigates the effective functioning of individuals and groups within organizational settings. Emphasis is placed on how leaders perceive organizations from strategic design, organizational culture, and political environment perspectives. This course applies theoretical concepts to major organizational challenges such as organizational effectiveness, motivation, conflict, job stress and satisfaction, and decision making. The focus of the course includes organizational communication, as well as the attitudinal and behavioral implications for leaders.
Prerequisite: LDRS courses offered for M.A. in Leadership students only. M.A. in Global Leadership students should enroll in GLDR courses.

LDRS 510, Creative and Collaborative Leadership, 3 Units
This course enables students to integrate the concepts of personality, leadership, and creativity; investigate collaborative leadership; identify and apply creativity and preferred leadership styles; and explore the effects leadership styles can have on given organizational communities.
Prerequisite: LDRS courses offered for M.A. in Leadership students only. M.A. in Global Leadership students should enroll in GLDR courses.

LDRS 516, Leadership Development and Practice, 3 Units
This course emphasizes the process of leadership development from a transformational perspective. Students consider both their personal growth and the dynamic mechanisms necessary for facilitating the development of others. Emphasis is on the issues and challenges of creating a lifelong learning mindset individually and organizationally, mentoring strategies, team building, developing effective followers, and designing career development systems. This course provides the opportunity for application through a practicum assignment.
Prerequisite: LDRS courses offered for M.A. in Leadership students only. M.A. in Global Leadership students should enroll in GLDR courses.

LDRS 520, Understanding Vocation in a Changing World, 3 Units
This course focuses on understanding one’s true overarching vocation in life as it connects to the purposes of God in this world to steward the earth and its peoples. One's vocation then influences what one does with his or her life. The concepts of career are continually changing, but work/life planning continues to be important personally and professionally. Students have the opportunity to use various self-assessment tools and diagnostic instruments to evaluate their own working history, interests, skills, values, and career anchors. Students also learn to design career programs for organizational settings.
Prerequisite: LDRS courses offered for M.A. in Leadership students only. M.A. in Global Leadership students should enroll in GLDR courses.

LDRS 531, Leadership from Interdisciplinary Perspectives, 3 Units
In this course, students pursue knowledge of leadership by researching it through various academic disciplines, multiple contexts of practice, and diverse perspectives through which leadership can be explained. These can include history, psychology, classic literature, education, the arts, and the sciences.
Prerequisite: LDRS courses offered for M.A. in Leadership students only. M.A. in Global Leadership students should enroll in GLDR courses.

LDRS 532, Leadership Practicum, 3 Units
This course creates a dialogue between previously explored concepts/theories of leadership and the practical experiences of exemplar practitioners. Students are involved in community service and exposed to community leaders for interaction, observation, and analysis. These encounters enable students to assess and activate their leadership journey based on spiritual, mental, educational, and emotional aspects of leadership development.
Prerequisites: LDRS 501, LDRS 502, and LDRS 503

LDRS 533, Systems and Strategic Planning for Leaders, 3 Units
This course focuses on systems thinking from a leadership perspective. By working with stories, scenarios, and strategy, students learn to address complex problems, anticipate consequences, and leverage potential. Attention will be given to the use of narrative for influencing constituent participation. Finally, organizational design is considered as a key concern for leaders in organizations.
Prerequisites: LDRS 501, LDRS 502, and LDRS 503

LDRS 534, Leader as an Agent of Change, 3 Units
This course looks at the leader as an agent of change through three lenses: self examination, change theory, and organizational culture. Each is assessed in light of implications for those involved in the change initiative. Special attention will be given to the transformational change that takes place for leaders and followers when the call for change occurs. Application is made to organizations, informal networks, temporary situations, and other social contexts.
Prerequisite: LDRS courses offered for M.A. in Leadership students only. M.A. in Global Leadership students should enroll in GLDR courses.

LDRS 542, Leading Across Cultures, 3 Units
In a pluralistic society, leaders are often tasked with the responsibility of bridging both domestic and international contexts in a convergence of global learning. This seminar will examine the historical, organizational, and interpersonal significance of leading across cultures, with particular emphasis on discerning the underlying values of community behaviors as well as the attitudes, beliefs, values, skills, knowledge, and self-awareness necessary for leaders to effectively serve in diverse contexts. A variety of theoretical, research and applied issues are addressed; in particular, the course aims to explore social location theory as a means of equipping graduates to advance equity and positive change through increased capacity for diversity engagement.
Prerequisite: LDRS courses offered for M.A. in Leadership students only. M.A. in Global Leadership students should enroll in GLDR courses.
LDRS 561, Group and Conflict Issues in Leadership, 3 Units
This course helps the student understand small-group behavior. It uses experience-based methods, case studies, reading material, and simulation. The course examines role behavior, group dynamics, conflict control, leadership, and group development. It also addresses motivation and problem solving as essential elements of organizational behavior.
Prerequisite: LDRS courses offered for M.A. in Leadership students only. M.A. in Global Leadership students should enroll in GLDR courses.

LDRS 563, Ethical Decision Making, 3 Units
This course investigates the intersection of ethics and effective decision making. Students will explore ethical implications of the decision making process, with particular emphasis on the ways that ethical decision making applies to individuals, groups, and organizational systems. This course applies theoretical concepts to significant organizational problems requiring effective decision making processes. Attention will be given to systematic rational approaches as well as the role of intuition and group dynamics in the decision making process. The course will utilize lecture, case study analysis, group exercises, review of current literature, classroom discussions, and simulations to create an effective learning environment.
Prerequisite: LDRS courses offered for M.A. in Leadership students only. M.A. in Global Leadership students should enroll in GLDR courses.

LDRS 571, Leadership for a Learning Environment, 3 Units
This course looks at the leader's role in designing and implementing effective learning strategies and effective methods for educating adults. Emphasis is given to the creation of programs that focus on learning styles, discussion-oriented teaching, inspiring presentation skills, and results-oriented outcomes. During the course, students are given opportunities to demonstrate competency in the principles and practices of materials development, teaching, training, and skill development.
Prerequisite: LDRS courses offered for M.A. in Leadership students only. M.A. in Global Leadership students should enroll in GLDR courses.

LDRS 590, Introduction to Thesis in Leadership, 3 Units
This course provides a student researcher with a directed study focused on preparing a master's thesis in leadership. Students will identify a worthy research topic, write a comprehensive literature review, select an appropriate research method, and shape a compelling research proposal. Enrollment in this course requires permission from the department.
Prerequisites: LDRS 501, LDRS 502, LDRS 503, LDRS 592, LDRS 593, LDRS 594, and 12 units of elective study.

LDRS 591, Thesis in Leadership: Data Collection and Analysis, 3 Units
This course provides a student researcher with a directed study focused on completing a master's thesis in leadership. Building on the research proposal completed in LDRS 590, students will collect data, analyze data, and present their findings in the form of a completed Master's Thesis and oral presentation to the Thesis Committee.
Prerequisite: LDRS 590

LDRS 592, Research Methods and Design, 3 Units
This course provides an introduction to basic concepts, principles, and methods of evaluation and research in the leadership setting, focusing on research traditions, procedures, theories, and methods. Emphasis is placed on identifying methods appropriate for particular research questions and conducting disciplined inquiry regardless of method selected. Particular emphasis will be placed on identifying a research question and conducting a comprehensive review of relevant literature.
Prerequisite: LDRS courses offered for M.A. in Leadership students only. M.A. in Global Leadership students should enroll in GLDR courses.

LDRS 593, Applied Research, 3 Units
This course provides an introduction to basic concepts, principles, and methods of evaluation and applied research in leadership settings, focusing on action research methodology. A faculty-student collaborative process, participatory action research allows students to engage in inquiry and action for change in response to organizational or community problems. During the course, students will identify a research question in their personal leadership contexts, review the current research literature, develop a plan to collect initial data, and present their project and findings to the class. At each stage of inquiry, the professor and peer research groups will provide feedback.
Prerequisite or corequisite: LDRS 592

LDRS 594, Advanced Research Methodology, 3 Units
This course builds on the work completed in Research Methods and Design (LDRS 592), with the intent of further developing students’ understanding of the theory and design of qualitative research in a leadership context. In particular, this course will provide an in-depth study of the process of conducting research in the naturalistic paradigm. The course focuses on an examination of the major qualitative methodological traditions, an analysis of the various ethical, ontological, epistemological, and methodological assumptions that guide research in the social sciences, and acquisition of key research skills, including disciplined inquiry, data coding, and information synthesis.
Prerequisite: LDRS 592
LDRS 595, Capstone Project in Leadership, 3 Units
The capstone course is an opportunity for students to demonstrate that they have achieved the goals for learning established through the M.A. in Leadership program competencies. The course assesses cognitive, affective, and applied learning in a student-centered and student-directed manner which requires the command, analysis, and synthesis of knowledge and skills. The capstone course integrates scholarship and praxis through the development of a literature review and 360-degree assessment and requires application of that learning to professional and personal contexts as evidenced through artifacts demonstrating competence. In culmination of their graduate studies, students will formulate a personal philosophy of leadership and develop a personalized growth plan that synthesizes their academic learning and outlines future professional and intellectual goals.
Prerequisite: Students enrolled in the M.A. in Leadership program

LDRS 597, Current Issues in Leadership, 3 Units
Current topics are chosen for discussion, research, and decision making relevant to the Organizational Leadership emphasis.
Prerequisite: LDRS courses offered for M.A. in Leadership students only. M.A. in Global Leadership students should enroll in GLDR courses.

LDRS 598, Special Topics, 3 Units
In this course, a topic of current interest or need is examined in depth. Students analyze and evaluate topics/ issues to reach and express a position, provide training for a particular population, or enhance personal development. If students elect this course more than once during their program, each course must address a different topic.
Prerequisite: LDRS courses offered for M.A. in Leadership students only. M.A. in Global Leadership students should enroll in GLDR courses.

LDRS 599, Readings in Leadership Studies, 1-3 Units
The independent study vehicle allows students and their sponsoring faculty members to pursue approved investigations beyond regular course offerings.
Prerequisite: LDRS courses offered for M.A. in Leadership students only. M.A. in Global Leadership students should enroll in GLDR courses.

OPSY 501, Introduction to Organizational Psychology, 3 Units
This course is an introduction to the field of organizational psychology, providing an overview of the fundamentals of Industrial and Organizational Psychology. Students are introduced to the field along with the various sub-fields within the discipline. Special consideration is given to topics that integrate the application of psychology to organizational environments. Coursework will provide a history of I/O psychology, offer a comparative review of topics within both Industrial Psychology and Organizational Psychology, and help students gain a fundamental understanding of employee selection, training, motivation, job satisfaction, communication, group behavior, and stress management. The course will also include a review of the organizational psychology literature as well as ethical guidelines and professional standards governing the practice of organizational psychology.
Prerequisite: Acceptance into the MS, Organizational Psychology program.

OPSY 502, Organizational Ethics, 3 Units
This course presents philosophical and ethical perspectives integral to understanding the moral context of leadership and decision-making within organizations. Students learn how virtues and values frame leadership development, gain an appreciation for ethical and moral reflection in decision-making, and understand the processes and rewards of character within organizational relationships.
Prerequisite: Acceptance into the MS, Organizational Psychology program.

OPSY 505, Individual and Team Assessment, 3 Units
Students receive instruction and training in individual assessment techniques for vocational and business applications including pre- and post-employment assessment for selection, onboarding training, advancement, developmental or remedial coaching, and succession planning. Students are introduced to qualitative and quantitative assessment methods as key tools for leadership assessment and will learn the importance of assessment in organizational and leadership dynamics, gain competency in the use of several key assessment methods and instruments, and learn to apply these instruments to leadership development within work team environments. Students will also be introduced to job analyses and use measurement tools relevant for assessing occupational interests, abilities, competency modeling, and work-related personality constructs. Students will complete several individual assessments as part of the experiential, outside-of-class portion of the course.
Prerequisite: Acceptance into the MS, Organizational Psychology program.

OPSY 510, Organizational Assessment and Interventions, 3 Units
Students are introduced to interventional strategies that correspond to the primary issues related to organizational life: change management, organizational culture, and leadership and team dynamics. Students gain competency in focusing on these critical areas of assessment and intervention: qualitative method, conducting needs analysis, proposing consultation projects and employee assistance programs. Students become familiar with research methodologies related to existing programs and successful programs within companies.
Prerequisite: successful completion of OPSY 501

OPSY 520, Consultative Applications of Organizational Psychology, 3 Units
This course approaches the applied aspects of organizational psychology, providing an overview of the consulting process as it relates to external and internal consultation in industry. Students are introduced to the theoretical and practical aspects of providing organizational consultation. Special consideration is given to topics that integrate the competencies needed for applying psychology to organizational environments. Coursework provides an overview of organizational consulting models and frameworks, and focuses on the fundamental steps in the consulting process that lead to high-impact outcomes. The course also includes a review of the organizational psychology literature, as well as ethical guidelines and professional standards governing the practice of organizational psychology.
Prerequisites: Acceptance into the M.S. in Organizational Psychology program, and successful completion of OPSY 501.
OPSY 525, Executive Coaching Skills and Techniques, 3 Units
This course examines theories and practices within the fields of psychology, organizational behavior, business and other relevant fields as they relate to the practice of executive coaching. Students will explore coaching competencies, professional ethics and models of executive coaching. This course introduces the student to a repertoire of basic coaching skills applicable to most executive coaching situations (e.g. self-awareness, empathy, listening, questioning, giving and receiving feedback, confrontation, limit setting, demonstrating leadership, etc.)
Prerequisite: successful completion of OPSY 501

OPSY 534, Organizational Systems: Theories of Change, 3 Units
This course will engage the idea of organizational change from a systems perspective and approach content through analysis of theory, praxis, and story. Practical application will be explored as to how students can and will be equipped to serve as change agents in both an internal and external consultant role. Special attention will be given to the specific steps involved in identifying the need for change, engaging internal and external stakeholders in the change process, and implementing desired change initiatives.
Prerequisite: successful completion of OPSY 501

OPSY 542, Organizational Implications of Diversity, 3 Units
This course explores theoretical and practical ideas about diversity in organizations by equipping students to identify and engage individual, societal, and organizational dynamics related to 21st century workplace diversity and inclusion. The course will explore basic psychological processes—including attitudes toward marginalization, structural inequity, privilege, and prejudice—that affect how members of different social groups perceive and interact with one another in organizational settings. Providing critical perspectives on the historical, socio-cultural, and psychological factors of organizational diversity, students will explore the ethical implications of navigating complex organizational cultures and will discuss strategies for fostering and sustaining diversity.
Prerequisite: Acceptance into the MS, Organizational Psychology program.

OPSY 590, Statistics in Organizational Psychology, 3 Units
This course provides an introduction to the basic concepts of statistical ideas and methods that aims to equip students to carry out common statistical procedures and to follow statistical reasoning in the practice of organizational psychology. Principles of measurement, data summarization, and univariate and bivariate statistics are examined. The course also addresses reliability, validity, and utility as criteria for evaluating the quality of any psychological measurement tool. Emphasis is placed on the application of fundamental concepts to real world situations. The course also offers an introduction to basic statistical analysis and use of SPSS program.
Prerequisite: Acceptance into the MS, Organizational Psychology program.

OPSY 592, Research Methodology and Survey Applications, 3 Units
This course introduces and applies quantitative and qualitative research techniques of investigation to psychological activities in organizations. Methods of acquiring, analyzing, writing and presenting qualitative research are presented, and ways of linking quantitative and qualitative data are addressed. Students will learn methods of participant observation, data collection techniques (interviews and focus groups), along with development, administration and analysis of surveys. Related topics will include principles of survey design, item development, attitude and opinion measurement scale development, and reliability and validity of item scales. Students will learn how to design and apply effective research methods in organizational survey application arenas such as job analyses and competency-modeling projects, training, recruitment, customer satisfaction, employee engagement, and 360o performance rating activities. Final project includes developing and administering a small-scale survey. Students will analyze the results and provide deliverables. The course also provides opportunities to enhance statistical analysis skills through the use of the SPSS program.
Prerequisite: OPSY 592

OPSY 595, Introduction to Thesis in Organizational Psychology, 3 Units
This course provides a student researcher with a directed study focused on preparing a master's thesis in leadership. Students identify a worthy research topic, write a comprehensive literature review, select an appropriate research method, and shape a compelling research proposal. Enrollment in this course requires permission from the department chair.
Prerequisites: OPSY 501, OPSY 502, LDRS 503, OPSY 505, OPSY 510, OPSY 520, OPSY 525, OPSY 534, OPSY 542, OPSY 590, and OPSY 592.

OPSY 596, Thesis in Organizational Psychology: Data Collection and Analysis, 3 Units
This course provides a student researcher with a directed study focused on completing a master's thesis in organizational psychology. Building on the research proposal completed in OPSY 595, students collect and analyze data and present their findings in the form of a completed master's thesis and oral presentation to the thesis committee.
Prerequisite: OPSY 595

PRLD 201, Foundations for Leadership, 3 Units
This course blazes the trail for understanding the concepts of good leadership and followership, identifying oneself as a leader, discovering one's sense of calling, establishing a commitment and plan for whole-person leadership development, seeing leadership through an interdisciplinary lens, and grounding one's "leadership story" in an awareness of both current history and the reality of the Kingdom of God. Through creative experiences, meaningful texts, and powerful assignments, students will be prepared for further leadership education.
PRLD 311, Leadership Values and Virtues, 3 Units
This course views leaders as authentic servants committed to transformation. Students study the leader's motivations, the dreams of followers, conflict resolution, as well as personal, intellectual, and civic virtue. Perspectives for steering clear of bad leadership and toward collaboration with those who share the leader's commitment to the common good are considered. The class focuses on the development of leaders who are responsible, good, humble, and who understand the diverse values of others.
Prerequisite: PRLD 201 (may also be taken concurrently) or junior standing, or departmental permission.

PRLD 322, Leadership Strengths and Skills, 3 Units
This course focuses on a strengths-based approach to leadership and leadership development as well as the skills necessary for good leadership. Opportunities to understand and practice essential skills such as continual learning, powerful communication, problem solving, managing process, goal achievement, conflict resolution, win-win negotiating, and empowering stewardship are woven throughout the course. Training additional leaders is also a key topic. Effective leadership practice through emphasis on strengths development is the goal of this class.
Prerequisite: PRLD 201 (may also be taken concurrently) or junior standing, or departmental permission.

PRLD 333, Leadership Influence and Impact, 3 Units
This course looks at the leader as agent of change on three levels: personal change, influence on individuals and small groups, and impact on cities, organizations, and cultures. Through historic reflection and developing a systemic vision, students are equipped to make a difference in many social settings. By learning to work as mentors, facilitators, and ambassadors, emerging leaders can leave a dynamic legacy.
Prerequisite: PRLD 201 (may also be taken concurrently) or junior standing, or departmental permission.

PRLD 401, Leadership Studies Capstone, 3 Units
This course deepens students' capacity for leadership based on wisdom, knowledge, and understanding. In addition to concluding the leadership minor by linking leadership practice to leadership theory, students dialogue about leadership issues such as gender, community, temptation, finding one's voice, mission, and the whole-person model. A thoughtful and thorough final project and a high-quality portfolio presentation are crafted to integrate students' learning about leadership and to provide a postgraduation plan for lifelong leadership development.
Prerequisite: PRLD 201, 311, 322, 333

Faculty

Chair / Program Director, M.A. in Leadership
Edgar D. Barron (http://www.apu.edu/bas/faculty/ebarron), Ed.D.

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