

# LEADERSHIP (LDR)

---

## **LDR 720. Negotiation and Conflict Management. (3 h)**

This course explores the determinants of successful negotiations. A process-oriented approach is used, with an emphasis on the practical application of proven frameworks and theories. Relatedly, the course also delves deeply into the nature and common courses and causes of conflict that can derail projects, providing practical guidance for identifying and addressing the root causes of conflict.

## **LDR 722. Leadership and Change Management. (3 h)**

The work of a leader is to manage change. This course emphasizes gaining the knowledge, skills, and tools necessary to successfully undertake change efforts. It explores the leadership principles, styles, frameworks, and skills required to guide, motivate, and direct teams. In this course, participants will develop the ability to prepare, support, and assist individuals, teams, and organizations in their pursuit of organizational change. Attention is given to stakeholder management and strategic partnering.

## **LDR 726. Financial Management for Today's Leaders. (3 h)**

Leading and communicating effectively in today's complex business environment requires an evidence-based understanding of the financial side of the business. This course introduces students to the financial and accounting concepts, tools, and techniques that help organizations maximize value, achieve financial viability, and improve decision-making relating to budgeting, capital structure, and working capital. Additional topics may include, but are not limited to financial planning, the impact of mergers, acquisitions, corporate restructuring, and assessing financial risk.

## **LDR 728. Human Resources Management and Organizational Development. (3 h)**

Students will be introduced to the management of an organization's workforce planning through the design and implementation of effective human resources policies and procedures. These include processes and systems related to performance management, talent management, diversity, and employee wellness. Students will also engage leadership and change management processes. This course emphasizes gaining the knowledge, leadership skills, and tools necessary to successfully undertake organizational change.