**LDRSHP/ETHICS & ORG SUSTAINAB (LEO)**

**LEO 150 Serious Comedy & Soc. Justice (3 credits)**

Comedy has long been a vehicle by which performers and audiences can engage uncomfortable truths and issues of social injustice. Comedy is increasingly important to individuals’ identity; recent research has shown that comedy is essential to how people view themselves and others. Comedy (including satire and parody) is also a growing business, as evidenced by the popularity of Comedy Central, movies, television programs, YouTube, and other platforms. In this course, we will explore important issues of social justice (e.g., globalization, racism, gender equity, poverty) as presented in comedy across a variety of sources both contemporary (e.g., South Park, The Daily Show, The Colbert Report, The Simpsons) and classic (e.g., All in the Family, The Smothers Brothers, M*A*S*H). First Year Seminar only

Attributes: Diversity Course (New GEP), First-Year Seminar, Undergraduate

**LEO 210 Business Stakeholders & Ethics (3 credits)**

This course analyzes the question, “Does business have a social responsibility?” through the examination of various internal and external stakeholders of the contemporary business organization. Students will be introduced to frameworks and theoretical principles in ethics that may be used as foundations to the analysis of the question above. Students then will learn how stakeholder management relates to an organization’s triple bottom line of people, planet, and profits. The course includes theoretical concepts and practical analysis, exposing students to some of the ethical dilemmas confronted by employees in the workplace, and serves to help students enhance their skills in resolving these types of dilemmas.

Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; CAS students: Permission of Chair. PHL 154

Prerequisites: (MGT 110 or MGT 120 or MGT 121 or MGT 1011 or MGT 1015) and (PHL 154 or PHL 1031 or PHL 1033 or PHL 1035)

Attributes: Ethics Intensive (New GEP), Undergraduate

**LEO 211 Perspectives on Leadership (3 credits)**

This course aims to increase students’ knowledge and skills concerning effective leadership. Through a seminar format we will employ a historical perspective to investigate different approaches, models and contexts to leadership. We will then explore the contemporary role of leadership in work organizations. Through workshops, we will develop skill competencies critical to effective leadership. Students will have an opportunity to apply their knowledge and skills to a leadership experience they design and implement themselves.

Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; CAS students: Permission of Chair.

Prerequisites: MGT 1011 or MGT 1015 or MGT 110 or MGT 120 or MGT 121

Attributes: Undergraduate

**LEO 212 Organizational Sustainability (3 credits)**

This course is an introduction to Organizational Sustainability in its broader sense and is primarily designed for the Leadership, Ethics, and Organizational Sustainability major and minor and those students interested in this area. For the organization, sustainability means the capacity to survive (to sustain itself) while contributing to the survival (the sustenance) of the various environments in which it finds itself, be these social, biological, economic, ecological, or other. The course offers a framework for understanding sustainability and introduces the concept of the triple-bottom line whereby corporate social responsibility and environmental protection are necessary conditions for business success in addition to profitability. It is not enough to fulfill only one or two of these three necessary conditions: organizations should be structured so all three are mutually reinforcing. The main objective of the course is to provide students with a broad context enabling them to develop the capacity for critical thinking and the skills necessary to understand the importance of sustainability.

Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; CAS students: Permission of Chair. PHL 154

Prerequisites: (MGT 110 or MGT 120 or MGT 121) and PHL 154

Attributes: Ethics Intensive (New GEP), Globalization Course (New GEP)

**LEO 270 LEO Special Topics (3 credits)**

Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; CAS students: Permission of Chair.

**LEO 310 Breaking News in Bus. Ethics (3 credits)**

Everyday business ethics uses real-time reporting of current events by credible media as the vehicle to help students connect the language of moral reasoning and business ethics to emerging ethical issues in the world of business, organizations, and leadership. The course will review the major theoretical basis for moral reasoning, e.g., deontological ethics, utilitarian ethics, and ethical relativism. A discussion of source credibility will also precede the second (main) portion of the course. Students will keep abreast of current events via daily reading of various media outlets. Students will be expected to (a) identify ethical issues, controversial decisions, and unethical conduct reported by journalists; (b) analyze the stakeholders and ethical issues identified in news reporting; and (c) identify potential resolutions or recommendations for action that might be taken by individuals involved in the decisions. The course will culminate in a research paper by each member of the class on a current business ethics issue of interest. Prerequisites: PHL 154; ENG 101. (if offered as writing intensive). HSB students: MGT 110 or MGT 120 or MGT 121; CAS students: Permission of Chair.

Prerequisites: PHL 154 and ENG 101

Attributes: Ethics Intensive (New GEP), Undergraduate, Writing Intensive Course- GEP

**LEO 311 Leading Teams (3 credits)**

This course aims to increase students’ understanding and skills required for effective team leadership. Through participating in experiential exercises, simulation, and team projects the course arms the students with an opportunity to develop skills and apply course material in building productive and happy teams. As leading teams involves learning about oneself, and understanding others, we will explore both in detail. Peculiarities of managing and leading diverse and virtual teams will also be addressed. The overarching course objective is to lead the students from identifying relevant group and leadership theories to integrating them into their team work.

Prerequisites: MGT 110 or MGT 120 or MGT 121

Restrictions: Enrollment limited to students in the Haub School of Business college.

Attributes: Undergraduate
LEO 330 Leading Teams (3 credits)
This course aims to increase students’ understanding and skills required for effective team leadership. Through participating in experiential exercises, simulation, and team projects the course arms the students with an opportunity to develop skills and apply course material in building productive and happy teams. As leading teams involves learning about oneself, and understanding others, we will explore both in detail. Peculiarities of managing and leading diverse and virtual teams will also be addressed. The overarching course objective is to lead the students from identifying relevant group and leadership theories to integrating them into their team work.

LEO 370 LEO Special Topics (3 credits)
Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; CAS students: Permission of Chair.

LEO 470 LEO Special Topics (3 credits)
Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; CAS students: Permission of Chair.

LEO 490 LEO Internship I (3 credits)
Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; Permission of Chair. CAS students: Permission of Chair.

LEO 491 LEO Internship II (3 credits)
Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; Permission of Chair. CAS students: Permission of Chair.

LEO 493 LEO Research I (3 credits)
Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; Permission of Chair. CAS students: Permission of Chair.

LEO 494 LEO Research II (3 credits)
Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; Permission of Chair. CAS students: Permission of Chair.

LEO 495 Applied Ldrshp & Sustain Capst (3 credits)
This course is an integrative course in which students (either individually or in teams) undertake an action-learning project in an organization under the direction of a faculty member with the objective of applying leadership and sustainability concepts developed throughout the program. Students will work with live clients (e.g., non-profit organizations or for-profit businesses) to help them improve their triple bottom-line performance along the people, planet, and profits dimensions and test their leadership skills as they do so. Prerequisites: MGT 110 or MGT 120 or MGT 121; LEO 210 (or Permission of Chair); LEO 211 (or Permission of Chair); LEO 212 (or Permissions of Chair); Senior standing.

Prerequisites: LEO 210 and LEO 211
Attributes: Undergraduate

LEO 565 Leading Change in Organization (3 credits)
This course focuses on the knowledge and skills necessary for leading, planning, and implementing organizational change. Students will examine their own leadership skills and abilities, and will have the opportunity to develop skills critical to achieving effective change, including communication, leadership, and team development. Prerequisite: MGT 551, or MGT 553, or MHC 560.

Restrictions: Enrollment is limited to Graduate level students.

LEO 651 Leading for Success in Orgs (3 credits)
This course examines the basics of career development and how it fits into the organizational structure. It includes theory and practice of career/adult development, its delivery systems, and its target populations. Prerequisite: Completion or waiver MGT 500.

Prerequisites: MGT 500 or HSB Waiver with a score of MG500 or MGT 500 Waiver Score with a score of 1

Restrictions: Enrollment is limited to Graduate level students.

LEO 653 Lead in Modern Organizations (3 credits)
This course will explore what it means to provide leadership to others in modern organizations. Topics will include enhancing one’s leadership capability, crisis periods of leadership, conflicts between the organization’s leadership and one’s personal leadership, and strategies for success in leadership positions. Additional themes of power, authority, and control will be examined in terms of the organization and the individual. Prerequisite: Completion or waiver of MGT 500.

Restrictions: Enrollment is limited to Graduate level students.

LEO 654 Leading Global & Virtual Teams (3 credits)
This course surveys the basic principles, concepts, and theories concerning group dynamics and team leadership. Leading modern teams involves not only managing different personalities, but also different cultures, and, frequently, doing so from a distance. In the course, the student will enhance learning in how to be an effective team member and a leader of global and virtual teams. Through participating in experiential exercises, simulations, and team projects the course provides the student with an opportunity to develop skills in managing highly diverse groups and building effective and efficient teams in a global and virtual world.

Prerequisites: Completion or waiver of MGT 500.

LEO 655 Leading Projects (3 credits)
Managing diversity is becoming increasingly important to contemporary organizations and is likely to become more critical in the future as the population and workforce become even more heterogeneous. Human diversity is both a moral imperative and a potential source of competitive advantage. This course is designed to help students become aware of the multiple dimensions of diversity such as race, class, gender, physical ability, sexual orientation, age, and nationality. In addition, differences in function, perspective, and work style will be explored to examine their potential impact in the workplace. The course provides information and experiences to help students become more proficient in dealing with an increasingly diverse workforce. Prerequisite: Completion or waiver of MGT 500.

LEO 658 Leading for Sustainability (3 credits)
The Leading for Sustainability course positions your role as business leader as one that connects with sustainability at multiple levels – self, others, the organization and society. The course analyzes the definitions and development of Corporate Sustainability and its relationship with environmental management, the Triple Bottom Line and Corporate Social Responsibility (CSR). The course then focuses on leadership of self. Leadership is about "making a difference" and hence it is important to consider deeply the nature and type of difference that you intend to make in this world. In particular, this course aims to increase awareness of your values, ethics, beliefs, attitudes, etc. and how these might relate to issues of sustainability. The course then looks at organizational values and sustainability. Lastly, the course integrates the material through a value/sustainability gap analysis. Prerequisite: Completion or waiver of MGT 500.

Restrictions: Enrollment is limited to Graduate level students.