

# Organizational Leadership and Technical Management (OLTM)

**OLTM 300 Foundations of Leadership**  
**5 credits , SOCS**  
**Quarter(s): F**

Introduces students to the study of leadership. Through discussion, lecture, research, readings, and activities, students will explore principles of leadership including leadership theory, leadership within groups, ethics in leadership, barriers to leadership, especially concerning women, minorities and immigration and several different leadership models including relational leadership, servant leadership and adaptive leadership. Students will investigate communication methods used by leaders in organizations, both positive and negative, and will be exposed to theories of organizational behavior as well as a variety of strategies useful to successful leadership. The various components of the course are intended to challenge students to think critically and imaginatively about the foundations of leadership and organizational culture. Students will be responsible for crafting their own model of leadership that reflects the material covered in the course.

Prerequisites: None

**OLTM 320 Workplace and Environmental Safety**  
**5 credits , ELEC**  
**Quarter(s): W**

Develops student understanding of the fundamentals of workplace/environmental safety management. Course is designed to increase appreciation for workplace safety, expand knowledge of potential hazards, and identify the necessary steps to conduct an environmental audit. Elements of safety management, OSHA standards, program design and execution, increasing leadership/

organizational participation, stakeholder involvement, and performance assessment for continuous improvement will be covered.

Prerequisites: None

**OLTM 325 Transformative Leadership and Decision Making**  
**5 credits , ELEC**  
**Quarter(s): W**

Introduces the theory and practice of transformative leadership and decision making. Students will compare transactional and transformational leadership by examining the dynamics of transformation and how leadership can facilitate it within individuals and organizations. Students will develop skills in ethical communication and decision-making, investigate a variety of frameworks for ethical decision making and select and describe rationale for a specific approach based on a given situation. Students will explore and critique their own ideas of leadership and how they relate to real-world scenarios. During this process, students will discover new ideas about leadership, how to consider multiple moral perspectives within a global context, refine their individual leadership philosophy and develop a leadership growth plan.

Prerequisites: None

**OLTM 329 Foundations of Business Practices and Emerging Technologies**  
**5 credits , ELEC**  
**Quarter(s): W**

Examines the impact of digital technologies on business processes and individual leadership roles in various organizations and professional-technical fields. Students will explore how leadership skills and practices support the implementation of new digital technologies in various business contexts, and how leadership, digital technologies and innovation intersect in the evolving business environment. Students will research and analyze how converging technologies, including mobile devices, cloud services, social media, search engine optimization and the emerging Internet of Things, shape

business functions such as customer and vendor relationships, marketing, process monitoring and optimization, and virtual collaboration.

Prerequisites: None

### **OLTM 330 Entrepreneurship**

**5 credits , ELEC**

**Quarter(s): Sp**

Provides students with an overview of the multiple elements associated with starting, operating, and growing a small business. A wide range of fundamental concepts will be covered, including: identifying needs of the marketplace, researching and assessing market opportunities, identifying and analyzing risk, creating a value proposition, designing an introductory marketing platform, obtaining financing, cash flow strategies, and relevant best practices. An introduction into the problem-solving process will be explored utilizing a variety of creative problem-solving approaches along with human centered design thinking. This course will also provide students the opportunity to understand, harness and develop their own passions, skills, insights, creativity, and experiences to evaluate and take advantage of current opportunities.

Prerequisites: None

### **OLTM 335 Developing and Leading High-Performance Teams**

**5 credits , ELEC**

**Quarter(s): Sp**

Provides fundamental concepts, theories, and techniques for guiding work teams to achieve organizational outcomes and maximize human potential. Students will examine current challenges and issues confronting leaders and managers in technical organizations and explore the benefits of diverse teams. Students will learn to identify positive team management strategies to deal with conflict and capitalize on ideas and capabilities to build and sustain high performance teams.

Prerequisites: None

### **OLTM 440 Ethics and Leadership: Leading and Managing in a Diverse Society: DIV**

**5 credits , DIV , HUM**

**Quarter(s): F**

Advances knowledge of diverse cultures, cross-cultural communication, the dynamics of privilege and oppression, and the uses of power between groups. To develop cultural competency, leaders need to know themselves, others, the relevant issues, and have an appreciation and curiosity for working with others. Students will connect global leadership concepts to practice and engage in several activities, discussions, and self-assessment instruments to increase their self-awareness of leadership styles, abilities, strengths, and limitations. Students will evaluate the differences between possessing authority and exercising leadership along with differentiating between ethical actions in relation to the greatest good, individual rights, justice, and/or the common good or identifying how virtue may influence decision making.

Prerequisites: None

### **OLTM 445 Global Systems & Change Management**

**5 credits , SOCS**

**Quarter(s): F**

Focuses on change management within a technical environment. Students will examine key leadership challenges, skills, and competencies needed for effective planning, leading, executing, and sustaining change in a complex environment. Students will work collaboratively through a change management project, engage in research, and examine the importance of assessing an organization's capacity for change with an emphasis on effective decision-making practices and change models.

Prerequisites: None

**OLTM 449 Financial Management**  
**5 credits , REEL**  
**Quarter(s): Sp**

Introduces analysis of managerial planning and control systems. Examines the development and administration of operating reports, budgets, and financial support systems. Introduces accounting vocabulary and financial statement analysis, emphasizing financial information for effective organizational leadership.

Prerequisite: A college-level math course for which intermediate algebra is a prerequisite from the quantitative distribution list.

**OLTM 450 Negotiations, Mediation and Conflict Resolutions**  
**5 credits , ELEC**  
**Quarter(s): W**

Explores themes and skills related to negotiation, mediation, and conflict management within a variety of professional and organizational contexts. Students will explore the nature, sources, and role of conflict within organizations and analyze relationship dynamics and underlying interests among conflicting parties. Students will learn effective individual and group strategies through a variety of experiential activities and simulations.

Prerequisites: None

**OLTM 455 Advanced Project Management**  
**5 credits , ELEC**  
**Quarter(s): W**

Develops student knowledge and skills required for effective project management. Students learn the main phases, strategies and tools that support effective project management processes. This course covers all the stages of the project life cycle including selecting projects, project planning, and risk assessment through execution, monitoring and control. By analyzing case studies, students will assess and apply best project management practices in the context of real-world scenarios.

Prerequisites: None

**OLTM 460 Coaching and Mentoring**  
**5 credits , ELEC**  
**Quarter(s): Sp**

Provides students an opportunity to integrate leadership knowledge and skills through the application of leadership models as applied to real-world scenarios related to conflict, team dynamics and emotional intelligence. Students will begin to develop a vision of their vocation as leaders by participating in real-time, case-in-point examples of adaptive leadership. Students refine their understanding of the principles of servant leadership and further explore adaptive leadership theory through practice. These two leadership theories, in tandem, provide a unique approach to leadership, with servant leadership cultivating the heart, while adaptive leadership provides an avenue for active application.

Prerequisites: None

**OLTM 465 Current Issues in Human Resource Management**  
**5 credits , ELEC**  
**Quarter(s): Sp**

Integrates and applies concepts in human resources, psychology, and business to address current issues in Human Resources Management (HRM). Students will learn to synthesize their knowledge of human resource principles and practice by applying their knowledge to issues of current concern to HRM professionals. Students will probe contemporary topics in human resource management in depth with an emphasis on the impact of legal and societal developments on human resource management practices in areas such as workplace diversity, sexual harassment, gender issues, discrimination, work life balance, and outsourcing.

Prerequisites: None

**OLTM 495 Capstone****5 credits , ELEC****Quarter(s): Sp**

Integrates and applies program professional competencies. Students will demonstrate a comprehensive understanding of program outcomes through the development and delivery of a leadership project through one or a combination of the following: Workplace leadership project synthesizing knowledge, skills, and experiences in area of technical expertise; Service/community-based leadership project synthesizing program knowledge, skills, and experiences; College-to-career transition experience (e.g., internship/practicum); Achievement of recognized external industry/professional standards or credentials.

Prerequisites: A C or better in each OLTM core course