

MASTER OF SCIENCE IN ORGANIZATIONAL LEADERSHIP AND NEGOTIATION

Academic Programs

Much has been made of the need for managers to excel in organizational leadership and negotiation in the face of the new challenges of increased diversity, less hierarchical structures and the growing need to manage people from afar. The body of literature associated with leadership and negotiations has changed dramatically over the past decade to reflect the range of options available to attend to these challenges. The content and skills provided through this program will help graduates lead and negotiate more confidently and effectively in this complex, rapidly changing world.

Program Requirements

Students must complete 30 hours of graduate coursework to complete the Master of Science in Organizational Leadership and Negotiation. The first three courses listed below must be taken initially and in that sequence. The remainder of the courses are recommended to be taken in the order below but can be taken out of order to accommodate different schedules.

- Organizational Leadership and Negotiation Concentration, M.S. (<https://catalog.baypath.edu/graduate/academic-programs/master-science-leadership-negotiation/leadership-negotiation-ms/>)

Student Learning Outcomes

Upon successful completion of the M.S. in Organizational Leadership and Negotiation, graduates will:

- Understanding of Concepts, Practices, Theories: Articulate and demonstrate an understanding of core leadership and negotiation models, theories, and practices as they relate to intrapersonal, interpersonal and organizational levels.
 - Analysis: Exhibit the capacity to assess a situation and recognize verbal, behavioral and structural indicators of problems, decipher the interests and needs of different stakeholders in any given setting, which sets the stage for appropriate leadership and negotiating actions.
 - Application of Practices: Demonstrate the ability to set realistic and achievable goals and objectives, utilize appropriate leadership and/or negotiating processes and skills to fit the current challenge, develop a strategic plan of action with acceptable contingencies for various possible occurrences.
 - Research: Investigate and accurately assess the benefits and barriers associated with any given goal or objective; including formal preparation before meeting with various stakeholders and making the necessary adjustments on an ongoing basis as new information is uncovered during the process.
 - Problem-Solving: Display the aptitude to accurately assess the gaps between expectations and reality on an ongoing, iterative basis, and develop creative ideas that address difficult and challenging dilemmas.
- Communications Skills: Develop proficiency in, and understand the limitations of, all forms of communications; i.e., verbal, nonverbal, virtual, etc... to achieve goals and objectives.
 - Adaptability and Flexibility: Learn how to develop a flexible mindset and to adapt to any situation. Organizational leadership and negotiation require an ability to think on one's feet and adapt to different situations and circumstances that might arise.
 - Reflective Global Perspective: Become aware of, and gain respect for, cultural norms and behavioral expectations during all phases of the leadership and negotiating process. Possess the ability to convey sincere interest in multi-cultural pluralism and a willingness to adapt leadership and negotiations accordingly.