

## 5 UNIT PLAN

Year 1			Year 2		
Unit 1	Course Title	Credit Hours	Unit 4	Course Title	Credit Hours
LDR 110	Introduction to Leadership	3	LDR 310	The Practice of Leadership	3
LDR 220	Organizational Behavior and Leadership	3	IDS 262W	Western Civilization and Culture II	3
LDR 240	Philosophy of Leadership	3	COM 351	Organizational Communication	3
<b>Unit 2</b>			<b>Unit 5</b>		
COM 210	Small Group Communication	3	BUA 321	Human Resources Management	3
IDS 261W	Western Civilization and Culture I	3	LDR 399	Special Topics in Leadership	3
PSY 225	Industrial-Organizational Psychology	3	IDS 490W	Senior Seminar	3
<b>Unit 3</b>			During the program each student will have several practicum experiences relating to courses they are taking totaling 16 hours.		
LDR 280	Organizational Research Methods	3			16
BUA 312W	Business Ethics and Corporate Social Responsibility	3			
BUA 222W	Organizational Management	3			
					<b>Total</b> 61

# E = Everything you need to succeed

## ORGANIZATIONAL LEADERSHIP DEGREE COMPLETION PROGRAM



## ORGANIZATIONAL LEADERSHIP COURSE DESCRIPTIONS

### BUA 222W Organizational Management

3 hours

An overview of the role of management in an organization. The course will cover the functions of planning, organizing, influencing, and controlling with emphasis on leadership principles.

### LDR 110 Introduction to Leadership

3 hours

An introduction to the nature of leadership, with a focus on the history and origins of leadership, theoretical approaches to leadership, and the essence of contemporary leadership. Application of these concepts to life experiences will be addressed. Students will be exposed to the nature of leadership through presentation of objective material, group activities, and laboratory exercises.

### LDR 220 Organizational Behavior and Leadership

3 hours

This course is designed to provide students with the basic principles and elements of the growing Organizational Leadership discipline. Leadership theories and behaviors are examined in the context of the modern organization. The course introduces the student to the tasks, strategies, and skills of effective leadership. Course activities will move the student from theory to the practical processes of leadership within an organization. Concepts essential to personal skills development and organizational leadership behavior are emphasized.

### LDR 240 Philosophy of Leadership

3 hours

This course explores leadership from a philosophical point of view, that is, from the viewpoint of asking some fundamental questions about what it means to be a leader. Topics could include one or several of the following. What are some of the particular moral questions that being in a position of leadership could raise and how might several moral theories help to illuminate those questions? What might be some of the spiritual dimensions of leading or guiding others and how might several of the religious traditions shed light on those? How might leadership fit into a conception of human nature and the possibilities for human fulfillment and happiness? Following consideration of these theoretical topics, students will begin to develop their own personal leadership philosophy.

### LDR 280 Organizational Research Methods

3 hours

An introduction to research and inquiry regarding leadership within various types of organizations, with special attention to a performance focus as applied to leadership. Students will design and complete a mini research project that includes: a problem statement, definition of terms, limitations and delimitations, literature review, description of research method, collection of data, data analysis, and interpretation of data.

### LDR 291/391/491 Practicum in Leadership

16 hours

During the program, each student will have practicum experiences relating to courses they are taking. Some practicums may be arranged with the student's place of employment.

### LDR 310 The Practice of Leadership

3 hours

A survey of important practices essential to good leadership. Topics may include negotiation and conflict resolution, facilitating effective group dynamics, leadership awareness of occupational and organizational cultures, and transformational leadership.

### LDR 399 Special Topics in Leadership

3 hours

(Great Leaders Cases or Sector Specific for Group)

This is a seminar course that is offered whenever a mutual interest in a more specialized topic in Leadership Studies exists for a faculty member and a sufficient number of students.

### For more information please contact:

#### The Center for Lifelong Learning

- 309-467-6678; LLEdCtr@eureka.edu



**E** = Everything you need to succeed

**E** = Exceptional opportunities

## ORGANIZATIONAL LEADERSHIP DEGREE COMPLETION PROGRAM

ORGANIZATIONAL CHANGE IN THE 21ST CENTURY CALLS FOR LEADERS who are committed to serving others. The Eureka College Organizational Leadership program is our response to that call. This program is designed to prepare students to assume management-focused leadership positions at organizations in both the public and private sectors. Through a dynamic curriculum that links theory with best practices, students are trained in the principles and skills of transformational leadership—leadership that translates vision into change within the team-based management environments that characterize today's organizations. At the heart of the program is an interdisciplinary sequence of courses crafted to foster an understanding of individual and group behavior that is essential for effective leadership. This sequence is complemented by a practicum component, a unique experiential opportunity through which students are challenged to solve real-world leadership problems faced by their own organizations as well as those faced by area groups, institutions, and companies.

### Frequently asked questions (and answers)

#### ADMISSION

##### How do I apply to the program?

You apply in the same manner as any student who wishes to attend Eureka College. There is a free online application at [www.eureka.edu/admissions](http://www.eureka.edu/admissions).

##### What are the requirements for admission?

Students must have one of the following: (1) an Associate's Degree (baccalaureate-oriented transfer degree) from an accredited two-year community college; or (2) a target minimum of 57 credit hours of transferable coursework (preferably satisfying the IAI transfer agreement) from an accredited two- or four-year institution.

##### What is IAI?

IAI is the Illinois Articulation Initiative. It is a transfer agreement among Illinois colleges and universities that allows you to meet the bulk of your institution's general education requirements by having completed the first two years of your higher education at another institution. For more detailed information about IAI, visit the Eureka College website at [www.eureka.edu](http://www.eureka.edu).

#### REGISTRATION

##### How does a cohort program differ from a traditional program?

You will join the program as part of a cohort, a contingent of students who enroll in and complete each course together as a group. You will work with the same group of students throughout the duration of the program. A cohort consists of approximately 20 students.

##### When does the program begin?

Once a cohort has been formed, the program for that cohort will start at the beginning of the next full semester. Because Eureka College operates on a semester calendar, that means the program would begin for you in either August, January, or May, corresponding to the start of our Fall, Spring, or Summer semesters, respectively.

##### How is the program scheduled?

The program duration is five successive semesters (e.g., Fall, Spring, Summer, Fall and then Spring). In each semester, you will complete three courses offered one at a time. Every course will meet for three alternating weekends (5:30-9:30 pm Friday nights and 8 am-5 pm Saturdays). The full program will take approximately 20 months to complete.

##### How do I register for my courses?

Once you have been admitted to the program and your deposit has been received, you will be automatically registered. Because this is a cohort-based program, no further registration activity is required. Assuming satisfactory academic performance, you will progress from course to course with your fellow students in the cohort.

##### Will I graduate with other Eureka College students?

Yes. As a graduate of the Organizational Leadership program, you will receive a Eureka College bachelor's degree and are welcome to participate in the Commencement ceremonies in the May following your completion of the program.

#### ACADEMIC

##### What are the goals of the program?

###### Knowledge

- Leadership best practices
- Behavioral dynamics of team-based organizations
- Historical and contemporary theories of leadership
- Management concepts and principles
- Ethical dimensions of leadership

###### Skills

- Articulation and promotion of organizational vision
- Collaborative problem solving and consensus building
- Critical and creative thinking
- Team empowerment
- Effective communication

###### Application

- Servant leadership
- Problem-based learning
- Personal leadership philosophy

##### What are the program requirements?

Students complete 36 hours of major-area courses (in Leadership, Business, Communication, and Psychology), 16 Practicum hours, and 9 hours of mission-specific, general education courses. See the back page of this brochure for the 5 semester plan and class descriptions.

##### What is a practicum and when does it take place?

The practicum hours are opportunities for experiential learning that take place out of the classroom. Students will engage in projects that require them to apply what they have learned to real-world problems faced by area organizations and by the companies or institutions at which the students themselves are employed. Practicum hours will be distributed across the five semesters.

##### Who will be teaching these courses and where?

The courses will be taught on the Eureka College campus by Eureka College professors, experts drawn from the Central Illinois region, and area business leaders.

#### FINANCIAL

Please visit the Organizational Leadership site page via the Eureka College web site at [www.eureka.edu](http://www.eureka.edu) for the current cost structure. The cost structure stays constant throughout the program. The program price includes tuition, fees, textbooks, supplies, lunches and snacks, and course travel.

##### How do I pay for the program and when?

You should make payment arrangements with our Business Office. Payment is expected at the beginning of each semester.

##### Can I get financial aid?

Yes. The College will work with you to explore opportunities for state and federal financial aid in the form of MAP grants, Pell grants, and loans. You should start that process by completing a financial aid application, which is located on-line at [www.fafsa.ed.gov](http://www.fafsa.ed.gov).

#### SUPPORT

##### Is there a student orientation for the program?

Yes. You will meet with your cohort prior to your first class session. Included in your orientation experience will be an explanation of program details, a tour of campus facilities, a presentation on campus services, and a financial aid interview. You will also receive at that time the textbook(s) for your first course and any assignments that are due by the first class session.

##### Will I be assigned an academic advisor?

Yes. The program's academic affairs coordinator, a Eureka College professor, will serve as your advisor throughout the program.

##### Will I have my own computer account and email address?

Yes. You will receive a campus network username and email address at orientation. You will also receive a SONIS ID, which will enable you to have online access to your Eureka College records (e.g., courses, grades, transcripts).

##### Whom do I contact if I have other questions?

**For more information please contact:**

**The Center for Lifelong Learning**

- 309-467-6678; [LLEdCtr@eureka.edu](mailto:LLEdCtr@eureka.edu)

