Leaders for a Sustainable World

Overview

Leadership skills are critical to the continued viability and success of both public and private sector organizations. If you are ready to maximize your leadership potential, even if you have an advanced degree in business or public administration, act now by enrolling in one of Canada’s leading graduate programs focused specifically on leadership.

The University of Guelph’s College of Business and Economics offers graduate leadership education for an on-line MA (Leadership) graduate degree. This program is designed so that you can enhance your leadership potential without having to interrupt your career, delivered in an innovative hybrid format including short residential sessions combined with interactive on-line education. This inter-disciplinary program utilizes real business and leadership problems, thus providing you with an authentic and relevant learning experience.

Why the MA (Leadership) is for You

As a participant in the program you will:

• Study leadership through a broad, multidisciplinary approach
• Develop your leadership knowledge, skills and competencies through our comprehensive program of theoretical study backed by practical experience and analysis
• Gain insight into your own strengths and weaknesses thereby allowing you to draw more effectively on your leadership abilities
• Enhance your understanding of the issues faced by a range of organizations and their leaders, enabling you to strategically confront and solve challenges

MA (Leadership) Program Features

The graduate leadership journey commences with an intensive, face to face course that can be scheduled for either May, September or January. Together, students and faculty converge in Guelph to begin a leadership dialogue that will continue throughout the program.

The on-line courses can be completed anywhere Internet service is available. Students are provided with all of the resources needed to successfully complete the on-line courses: a website for communication and research, all print-based texts and readings as well as any CD ROMS, videos and other learning materials.

The MA (Leadership) program consists of eight inter-disciplinary courses in addition to a Major Research Project. Courses are based upon “applied knowledge” whereby you confront real leadership issues relevant to your organization. The Major Research Project can be on a subject of specific relevance to your organization or of personal interest. The MA (Leadership) may also be completed by coursework – two additional courses can be substituted for the Major Research Project.
MA (Leadership) Course Information

Foundations of Leadership
The course will enhance participants’ interpersonal competency, as well as their knowledge and understanding of the theory and research underlying the impact of team management and collaboration on the organization.

Theories of Leadership
This course traces the development of the concept of leadership. Through the interplay of theory and practical application, participants will gain a deeper appreciation for the requirements, responsibilities, and consequences of effective leadership.

Research Methods
The course will explore both quantitative and qualitative techniques used in the analysis of research results from a variety of sources (surveys, government statistics, in-depth interview, focus groups and program evaluation results). Case studies will be used to demonstrate the application of multiple research methods.

Role of the Leader in Decision-Making
This course is designed to improve decision-making skills and will examine the process of decision-making taking into account complexity, risk and outcomes, and the impact of decisions on people, the community and the organization.

Politics of Organizations
This elective course reviews a variety of theories and models that help to explain the behavioural underpinnings that influence and shape management and leadership processes within organizations. Examples from history and current events are explored to illustrate theory.

Ethics in Leadership
Issues in the use and application of ethical standards by leaders are explored through examples from history, current events, novels, films and television. Relevant theory is applied to leadership examples to help students develop an ethical framework for the exercise of leadership skills.

Personal Skills Self-Assessment
Using the “Basis of Competence” model, this course examines personal skills in four areas: Managing Self, Communicating, Managing People and Tasks, and Mobilizing Innovation and Change. The skills required to make smooth transitions from one job to another in a dynamic workplace will be explored.

Leadership of Organizational Change
This course studies the role of leadership in the management of change within an organization and the changes required of management. The course examines the development of trust, the building of organizational loyalty, and motivation and inspiring of high performance teams.

Choice: Major Research Project or Pass by Course Option:

Major Research Project
This course involves a directed research project leading to a referenced, professional report on a leadership problem or issue.

Readings in Leadership - Pass by Course
Students will complete a set of readings and an associated paper as approved by designated faculty. Specific learning objectives consistent with the program will be developed each time the course is offered based on faculty and student interests.

Coaching & Developing Others - Pass by Course
This course will provide students with an opportunity to design developmental plans for direct reports, assess their coaching skills, and develop their coaching skills to support the development of others.