



The Master of Organizational Leadership, an interdisciplinary program, nurtures the necessary skills and abilities for effective leaders. Sustainable success in private and public organizations depends on leaders capable of analyzing complex environments, developing and communicating strategic visions, building a collaborative performance culture, maintaining their integrity and making difficult decisions. We have built a curriculum around these essential leadership requirements. MOL classes include a healthy mix of veteran professionals with years of leadership and management experience and younger students eager to learn, grow and develop into effective leaders and managers. As a result, various delivery formats offer a challenging opportunity for the students and the professors to learn from each other. We engage each other as learning partners who, through an often spirited dialogue, jointly explore the meaning and significance of leadership. In these dialogues, faculty and students find they have much to learn from each other in an enthusiastic exchange of knowledge and experiences.

DEVELOPMENTAL OUTCOMES

MOL students can expect to:

- Learn multiple theoretical frameworks to better understand and improve their leadership abilities.
- Master a variety of communication methods needed to influence others and increase organizational participation.
- Increase their degree of competency and self-confidence in taking on leadership roles.
- Deepen their understanding of the ethical dimensions of leading others.
- Improve their skills in identifying, analyzing and correcting dysfunctional relationships that disrupt organizational effectiveness.

- Develop research competencies founded in accepted methodological, philosophical and scientific principles applied to leadership practices.
- Become a more valued contributor at work and in the community as result of their new knowledge and skills.

IMMEDIATE BENEFIT TO ORGANIZATIONS

Employers sponsoring employees can expect to gain immediate benefits.

- An increasingly skilled employee is capable of greater responsibility and contribution. Most of our students report an improved effectiveness on the job during their studies.
- Major courses in the curriculum engage students directly in problems at their workplace, closing the gap between school and work, theory and practice.

FACULTY

Deeply rooted in organizational practices, the MOL faculty combine theory and practice in a way that illuminates both. From this deep knowledge and experience, faculty design courses with significant emphasis on learner-centered dialogue inside and outside the classroom. A mix of full-time professors and part-time instructors with significant leadership and management experience are all dedicated to a collaborative, participative learning approach.

PROGRAM STRUCTURE

Typically, students complete the MOL program in under two years by taking one course per session for 10 sessions. There are two eight-week sessions in the fall, two eight-week sessions in the spring and two summer sessions. Through an accelerated format, students can complete their degree in as little as 15 months. We offer both an online and on-ground program. The on-ground program meets in the evening for four hours once a week.

CURRICULUM

30 credits total, all classes are 3 credit hours each

Core Requirements (24 credits), suggested order below

MOL 501	Leadership Theory
MOL 625	Leading Change
MOL 529	Conflict Management
MOL 701	Strategic Leadership
MOL 540	Leadership Communication
MOL 691	Dialogical Skills
MOL 715	Leadership Work Action Project
MOL 716	Leadership Research Paper

Electives (6 credits)

MOL 515	Decision-Making and Leadership
MOL 557	Building Effective Teams
MOL 621	Human Behavior in Organizations
MOL 635	Servant Leadership
MOL 645	International Issues in Leadership*
MOL 655	Political and Civic Leadership
MOL 710	Ethics in Leadership
MOL 790	Independent Inquiry in Leadership
MOL 792	Special Topics

*Study abroad opportunity

ADMISSION REQUIREMENTS

Individuals with an undergraduate degree from an accredited institution in any field may apply for admission to the MOL program. The Admissions Committee evaluates each candidate as an individual. The admission decision is based on: work experience, undergraduate coursework, academic achievement, life experiences, and professional achievements.

Each candidate must complete and submit a professional portfolio, which includes the following:

- Official transcripts from each undergraduate and graduate school attended must be sent to the program coordinator
- Professional resume
- Writing sample

FINANCIAL ASSISTANCE

The St. Ambrose University Financial Aid Office provides information on loans for graduate studies.

INTERNATIONAL STUDENTS

Visa holders are subject to federal non-immigration laws that vary based on visa type. A minimum IELTS score of 6.5 or TOEFL score of 563 (paper) or 85 (IBT) is required for an international student whose native language or undergraduate experience is not in English. To comply with

federal immigration laws, non-resident international graduate students attending St. Ambrose University on either an F visa (degree-seeking students) or a J visa (non-degree-seeking exchange students) must be enrolled in a full course of study, which consists of a full-time program according to the definition determined by each graduate program. The student must be full-time for the entire duration of the semester. For information on admission requirements and academic guidelines for specific visa types, contact International Student Admissions at International@sau.edu.

ACCREDITATION

St. Ambrose University is accredited by the Higher Learning Commission (HLC). The Masters of Organizational Leadership program is accredited by the Accreditation Council for Business Schools and Programs (ACBSP).

FOR FURTHER INFORMATION

Master of Organizational Leadership

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