

# ORGANIZATIONAL LEADERSHIP CERTIFICATE

This program is available at the following locations:

- Corvallis
- Ecampus

This certificate is available as a standalone program (<https://registrar.oregonstate.edu/standalone-certificates>).

The Undergraduate Certificate in Organizational Leadership provides students with an evidence based foundation to develop the skills of leading people, projects, and managing work in organizational settings. Through required coursework in organizational behavior, human resource management, project management, negotiation, and leadership theory, students develop practical skills in planning and executing projects, managing and motivating employees, and influencing others.

The Organizational Leadership certificate is designed to equip students with effective leadership skills to complement their education across business, engineering, health, social sciences, and STEM fields.

Leadership capabilities are essential in most professional fields and will prepare students for success and advancement in a variety of complex organizational environments and professional contexts.

## Certificate Code: C190

Upon successful completion of the program, students will meet the following learning outcomes:

- Apply conceptual frameworks from management research and practice to improve individual performance, enhance group dynamics, and foster a positive internal organizational climate.
- Apply project management methodologies to effectively manage organizational projects.
- Evaluate classical and modern theories and practices of leadership.
- Analyze the role of human resource management practices in shaping employee attitudes, behaviors, and outcomes.
- Interpret key theories, concepts, and best practices for influence and negotiation.

Code	Title	Credits
<b>Required Core</b>		
BA 251	+MANAGING ORGANIZATIONS <sup>1</sup>	4
or BA 252	INTRODUCTION TO ORGANIZATIONAL BEHAVIOR	
MGMT 364	INTRODUCTION TO PROJECT MANAGEMENT	4
MGMT 452	LEADERSHIP THEORY AND PRACTICE	4
MGMT 453	HUMAN RESOURCES MANAGEMENT	4
MGMT 455	INFLUENCE AND NEGOTIATION	4
<b>Electives</b>		
Select a minimum of 8 credits from the following courses:		8
BA 354	^ETHICS IN ORGANIZATIONS	
BA 365	FAMILY BUSINESS MANAGEMENT	
ECON 383	*THE ECONOMICS OF DISCRIMINATION	
MGMT 446	CROSS-CULTURAL LEADERSHIP	
MGMT 448	RECRUITING & SELECTING TALENT	
MGMT 449	EFFECTIVE COMPENSATION SYSTEMS	
MGMT 450	INTRODUCTION TO MENTORING AND COACHING	
PSY 202Z	+*INTRODUCTION TO PSYCHOLOGY II	

PSY 360	SOCIAL PSYCHOLOGY
PSY 496	INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY
SOC 426	*SOCIAL INEQUALITY
SOC 437	RACE AND ETHNIC RELATIONS
SOC 460	THE SOCIOLOGY OF GLOBALIZATION
<b>Total Credits</b>	<b>28</b>

- \* Baccalaureate Core course. Applies to general education requirements for undergraduate students in a catalog year up to 2024-2025
- + Core Education course. Applies to general education requirements for undergraduate students in catalog year 2025-2026 and beyond
- ^ Writing Intensive Curriculum (WIC) course
- <sup>1</sup> Courses require a grade of C or higher

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