



MA (Leadership)

Leaders for a Sustainable World

Overview

Leadership skills are critical to the continued viability and success of both public and private 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 MA (Leadership) graduate degree program is an innovative, on-line program designed to enhance your leadership potential without having to interrupt your career. The inter-disciplinary program utilizes real business and leadership problems thus providing you with an authentic and relevant learning experience.

Program Features

Each May or September, the program kick-starts with an intensive, on-campus, residential learning experience. Together, students and faculty converge at the University of Guelph, to begin a leadership dialogue which will continue throughout the program.

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 pertaining to your specific situation and organization. The MA (Leadership) program culminates with a directed research project leading to a professional report on a leadership problem or issue. Students may also complete the MA (Leadership) degree by taking two additional elective courses in place of the Major Research Project with a Pass by Course option.

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.

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

UNIVERSITY
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CHANGING LIVES
IMPROVING LIFE

Course Outline

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.

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.

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.

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.

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.

Major Research Project

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

*Continued throughout the next fall semester.

Elective Options:

Role of the Leader as Reflective Practitioner

This course will enhance the leader's ability to navigate the complexity of organizational life and contribute to building a more sustainable society by developing skills in reflective practice. Reflective practice is divided into four areas that stretch over eight modules: Rethinking, Relating, Responding, and Reinventing.

Strategic Leadership and Management

This course examines the conceptual and practical dimensions of strategic leadership and management in a variety of organizational, external and individual contexts using a selection of readings, group discussions and individual reports.

Readings in Leadership

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.

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.

Coaching & Developing Others

This course will provide student 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.

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Spring Application Deadline

March 31st

Fall Application Deadline

June 30th

Admission Requirements

A four-year Honours undergraduate degree from a "recognized university" with a minimum average of "B-" (70-72%) during the last four semesters or two academic years of the program AND a minimum 5 years of relevant work experience.

OR

General degree, diploma and/or an acceptable professional designation AND at least 7 years of work experience showing progressive increases in responsibility.

Testimonials

"It is a rare privilege to work, and exchange ideas with a group of people from such diverse backgrounds that share a common vision. The University of Guelph did a superb job of showcasing its facilities, staff, and expertise during the residency week. MA (Leadership) program has been at the same time challenging and fulfilling."

"In simple terms, what a perfect way to scratch an academic itch."

Captain Dave Virgin, Pilot, Air Canada

"There is no measure to the knowledge, confidence and leadership development offered by this program. My transformation process was noticeable more so by colleagues and peers than myself. With this program you automatically absorb from students as well as professors. The program takes you to the next level of thinking."

Taras Nych, Distribution Centre Manager, Rayovac Canada

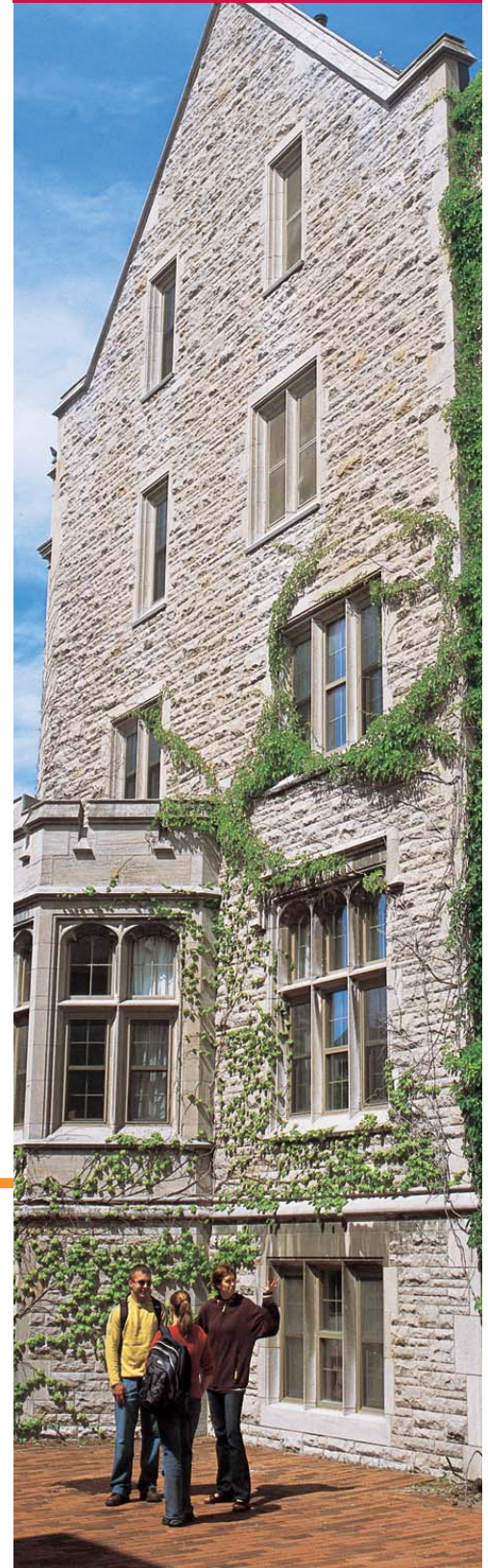
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