

Organizational Leadership and Learning

➤ Bachelor of Science

Online and Face-to-Face

Major: Leadership and Organizational Development (LOD)

Course List	Credit Hours
ELFH 300 Prior Learning Assessment	3.0 hours
ELFH 311 Needs Assessment	3.0 hours
ELFH 316 Instructional Strategies and Group Facilitation Techniques	3.0 hours
ELFH 341 Managing Projects in the Workplace	3.0 hours
ELFH 411 Human Resources Fundamentals	3.0 hours
ELFH 412 Coaching and Talent Mgmt	3.0 hours
ELFH 414 Diversity	3.0 hours
ELFH 420 Conflict Management	3.0 hours
ELFH 442 Supporting Organizational Change	3.0 hours
ELFH 490 Leadership and Management	3.0 hours
ELFH 578 Workplace & Information Ethics	3.0 hours
ELFH 540 Program Exit	2.0 hours
TOTAL:	35.0 hours

ELFH 300 Prior Learning Assessment (Portfolio Class)

This course taken in the first semester introduces students to the process of producing a prior learning assessment portfolio/documentation of workplace learning (learning outside of the college classroom).

Up to 48 credit hours may be awarded for documented work-place learning.

ELFH 311 Needs Assessment

This course addresses occupationally specific training and organizational needs. Students develop a proposal to conduct a needs assessment and a customized data collection instrument.

ELFH 316 Instructional Strategies and Group Facilitation Techniques

This course addresses instructional design strategies and group facilitation techniques for workplace and educational based initiatives. Students deliver critiqued lessons to communicate knowledge and skills needed for successful workforce advancement.

ELFH 341 Manage Projects Work

This course teaches the student to create and manage learning facilities, events and assignments, including budgets, tasks and resources. Tools and skills of Project Management are emphasized.

ELFH 411 Human Resource Fundamentals

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This course is an overview of roles in field of resource management in context of the overall field of HRM, the relationship to workplace performance and the roles and competencies required in workforce leadership.

ELFH 412 Coaching and Talent Management

This course addresses knowledge, skills and dispositions for workforce leaders in talent management, career development and coaching strategies to maximize performance and goal attainment at individual, group and organizational levels.

ELFH 414 Diversity

This course examines the challenges and rewards of individual and group differences within workplaces. It focuses on application of cultural competence and diversity solutions to meet group, organizational, and societal development goals.

ELFH 420 Conflict Management

This course addresses the study and discussion of conflict, its types, sources and processes with special emphasis in organizational conflict. Additionally, it introduces students to negotiation, mediation and other alternative dispute resolution mechanisms.

ELFH 442 Supporting Organizational Change

This course focuses on the reasons for and causes of change in organizations, and the professional and personal competencies to support change.

ELFH 490 Leadership and Management

This course introduces students to the management functions of planning, organizing, leading, and controlling as they apply to leadership of workplace learning and performance.

ELFH 578 Workplace & Information Ethics

This course focuses on ethical perspectives at individual, group, organizational and societal levels as they apply to leadership in workplaces and management of organizational information; includes examination of social responsibility.

ELFH 540 Program Exit Experience

This is the final course and intended to show **mastery** of the program standards. It includes two components: 1) a supervised professional work experience related to the student's program and professional goals; 2) a professional portfolio with reflection paper that analyzes learning related to the Workforce Leadership and Performance standards. Students must submit an Application for practicum one semester prior to enrollment.

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