

# UNIVERSITY OF LOUISVILLE®

## Organizational Leadership and Learning

### ➤ Bachelor of Science

*Online and Face-to-Face*

#### *Major Core Credits*

<b>Course List</b>	<b>Credit Hours</b>
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 & Work	3.0 hours
ELFH 411 Human Resources Fundamentals	3.0 hours
ELFH 442 Supporting Organizational Change	3.0 hours
ELFH 578 Workplace & Information Ethics	3.0 hours
ELFH 540 Program Exit	3.0-8.0 hours
<b>TOTAL:</b>	<b>24.0-29.0 hours</b>

#### *Major Elective Credits*

*Choose 12 Credits*

<b>Course List</b>	<b>Credit Hours</b>
ELFH 312 Designing Learning	3.0 hours
ELFH 314 Diversity in the Workplace (SB) (D1)	3.0 hours
ELFH 332 Measuring & Evaluating Effectiveness	3.0 hours
ELFH 412 Coaching & Talent Management	3.0 hours
ELFH 420 Conflict Management in the Workplace	3.0 hours
ELFH 460 Adult Learning & Diversity	3.0 hours
ELFH 490 Leadership & Management	3.0 hours
ELFH 575 Instructional Technology	3.0 hours
<b>TOTAL CHOSEN:</b>	<b>12 hours</b>

#### **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.

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## **ELFH 411 Human Resource Fundamentals**

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 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 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.

## **ELECTIVES:**

### **ELFH 312 Designing Learning**

This course, which must be taken within the first two semesters, teaches the student to develop curriculum relevant to specific job requirements in occupations. It includes tasks analysis, measurable performance objectives, lesson designs, and course material development.

### **ELFH 314 Diversity in the Workplace**

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 332 Measuring and Evaluating Effectiveness**

This course teaches the student how to assess the effectiveness of instructional programs and learning in the cognitive, psychomotor and affective domains. Prerequisite: ELFH 312 and ELFH 316.

### **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 420 Negotiation and 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 460 Adult Learning and Diversity**

This course focuses on theories and principles of adult learning and diversity with emphasis on their

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application to the education and helping professions as well as applications of career planning and talent management.

## **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 575 Instructional Technology**

This course provides knowledge and hands-on understanding on current and emerging workforce instructional technologies. Students will learn the theoretical foundation of technology-assisted learning, and various techniques for designing and delivering technology-enhanced learning solutions.

Prerequisites: ELFH 311

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