

LEAD - Leadership

Courses numbered 100 to 299 = *lower-division*; 300 to 499 = *upper-division*; 500 to 799 = *undergraduate/graduate*.

LEAD 300. Industry for Prior Learning I (6-12).

Students may receive up to 36 upper division WSU credit hours by using industry-specific courses from their community college or technical school coursework, and/or industry-specific experience and/or training. These credit hours serve as concentration hours for the program.

LEAD 301. Industry for Prior Learning II (6-12).

Students may receive up to 36 upper division WSU credit hours by using industry-specific courses from their community college or technical school coursework, and/or industry-specific experience and/or training. These credit hours serve as concentration hours for the program.

LEAD 302. Industry for Prior Learning III (6-12).

Students may receive up to 36 upper division WSU credit hours by using industry-specific courses from their community college or technical school coursework, and/or industry-specific experience and/or training. These credit hours serve as concentration hours for the program.

LEAD 305. Emergency and Public Service Industry for Prior Learning I (6-12).

Students may receive up to 36 upper division WSU credit hours by using industry-specific courses from their community college or technical school coursework, and/or industry-specific experience and/or training. These credit hours serve as concentration hours for the program.

LEAD 310. Principles of Leadership (3).

General education social and behavioral sciences course. Introduces leadership theory and practice, examines the current ideas on leadership, provides practice for developing leadership skills, and offers personal experiences for self-reflection. No previous exposure to leadership principles, ideas, models or concepts is required.

LEAD 310H. Principles of Leadership Honors (3).

General education social and behavioral sciences course. Introduces leadership theory and practice, examines the current ideas on leadership, provides practice for developing leadership skills, and offers personal experiences for self-reflection. No previous exposure to leadership principles, ideas, models or concepts is required.

LEAD 325. Equity and Leadership (3).

Examines strategies for change, leadership and equity within a variety of contemporary organizational settings, situations and industries. *Course includes diversity content.*

LEAD 325H. Equity and Leadership Honors (3).

Examines strategies for change, leadership and equity within a variety of contemporary organizational settings, situations and industries. *Course includes diversity content.*

LEAD 399. Special Topics (0.5-6).

An umbrella course created to explore a variety of subtopics differentiated by letter (e.g., 399A, 399B). Not all subtopics are offered each semester – see the course schedule for availability. Students enroll in the lettered courses with specific topics in the titles rather than in this root course.

LEAD 399A. Leadership in Student Groups (3).

Student organization leaders develop knowledge, skills and traits necessary to lead in student group settings and environments. This course explores collaboration, effective communication, interpersonal

relationships, leadership development and social responsibility. Further, students explore mission, vision and values in an organizational setting and understanding personal connection and commitment. Repeatable for a total of 6 credit hours.

LEAD 399B. Leadership Seminar for Student Organization Presidents (3).

Students develop the knowledge, skills and traits necessary to lead in student group settings and environments. This course explores the foundational concepts and processes required for being a successful student organization president.

LEAD 399C. Leadership Seminar for Resident Assistants (3).

Students develop the knowledge, skills and traits necessary to lead in student group settings and environments. This course explores the foundational concepts and processes required for being a successful resident assistant.

LEAD 399D. Leadership Seminar for Greek Leaders (3).

Students develop the knowledge, skills and traits necessary to lead in student group settings and environments. This course explores the foundational concepts and processes required for being a successful Greek leader. Repeatable for a total of 6 credit hours.

LEAD 399E. Leadership in Governance Organizations (3).

Students develop the knowledge, skills and traits necessary to lead in student group settings and environments. This course explores the foundational concepts and processes required for being a successful leader within governance organizations. Repeatable for a total of 6 credit hours.

LEAD 399F. Research in Student Leadership and Development (3).

Students develop the knowledge, skills and research methodologies necessary for understanding and examining leadership and development contexts. This course explores the foundational concepts, processes and approaches necessary to make data-driven decisions.

LEAD 399G. Social Commentary Through Horror Films (3).

The horror film genre is designed to scare and thrill audiences. It also is proven to be effective in covering complex diversity, equity and inclusion (DEI) topics including race, gender identity, sexual orientation, current events and cultural differences. Throughout the history of the horror genre, current societal fears are played out on the big screen, sometimes without the audience even realizing it. The primary purpose of this course is to understand the social commentary in horror films, what particular topic was prevalent in society at the time a horror film was created, and discuss the message film creators were conveying to the audience. *Course includes diversity content.*

LEAD 400. Applied Studies Practicum (3).

Integrates coursework with planned and supervised professional experiences for a total of at least 160 hours. Repeatable for a total of 9 credit hours. Prerequisite(s): advisor's consent.

LEAD 405. Partnership Building for Leaders (3).

Examines the process, importance and outcomes associated with building, navigating and maintaining partnerships for leaders. Students learn how to address, formulate and structure partnerships with community agencies. The course addresses topics, such as basic communication and relationship skills, and the study of and exposure to underserved and underrepresented populations. Students are introduced to skills and issues relevant to a variety of disciplines and industries. Repeatable for credit up to 6 credit hours. *Course includes service-learning content.*

LEAD 405H. Partnership Building for Leaders Honors (3).

Examines the process, importance and outcomes associated with building, navigating and maintaining partnerships for leaders. Students

learn how to address, formulate and structure partnerships with community agencies. The course addresses topics, such as basic communication and relationship skills, and the study of and exposure to underserved and underrepresented populations. Students are introduced to skills and issues relevant to a variety of disciplines and industries. Repeatable for credit up to 6 credit hours. *Course includes service-learning content.*

LEAD 410. Emergency and Public Service Industry for Prior Learning II (6-12).

Students may receive up to 36 upper division WSU credit hours by using industry-specific courses from their community college or technical school coursework, and/or industry-specific experience and/or training. These credit hours serve as concentration hours for the program. Prerequisite(s): program committee evaluation and advisor's consent.

LEAD 421. Organizational Design and Engagement I (3).

Students identify and learn foundational aspects of organizational structure and design, which help increase communication, productivity, engagement and inspire collaboration among organizational personnel. Prerequisite(s): advisor's consent.

LEAD 421H. Organizational Design and Engagement I Honors (3).

Students identify and learn foundational aspects of organizational structure and design, which help increase communication, productivity, engagement and inspire collaboration among organizational personnel. Prerequisite(s): advisor's consent.

LEAD 422. Organizational Design and Engagement II (3).

Students continue to examine key concepts of organizational structure and design in order to better understand organizational leadership, culture, communication and personnel engagement. Prerequisite(s): advisor's consent.

LEAD 422H. Organizational Design and Engagement II Honors (3).

Students continue to examine key concepts of organizational structure and design in order to better understand organizational leadership, culture, communication and personnel engagement. Prerequisite(s): advisor's consent.

LEAD 435. Getting Things Done: Tools and Practices for Leaders in Action (3).

Focuses on developing skills and practices aimed at equipping leaders with a tool set to accomplish the day-to-day tasks that leaders are often called on to achieve. Students examine the importance of time management, event planning and basic marketing. Best practices and innovative tools are shared for facilitating meetings, retreats, team builders, building professional development sessions and on-boarding team members. Empowering organizational personnel is a key element within this course.

LEAD 440. Interviewing Principles and Techniques (3).

Examines the basic principles and techniques of interviewing and their application in informational, employment and organizational contexts. Applied course designed to develop basic relationship-building, interviewing, reporting, problem-solving and decision-making skills with diverse clients, co-workers, or other groups. Focuses on fundamentals and techniques that cut across multiple interviewing situations and prepare students for current real-world applications.

LEAD 450. Applied Studies Internship (1-6).

Integrates coursework with planned and supervised professional experiences for a total of at least 400 hours. Repeatable for a total of 6 credit hours. Prerequisite(s): program consent.

LEAD 485. Organizational Studies and Leadership (3).

Provides students with the knowledge and critical thinking important for evaluating, understanding and leading within a variety of organizational environments. Introduces key concepts and models associated with critically examining organizational and social dynamics, networks, rituals and interactions.

LEAD 490H. Leadership in Action Honors (1).

Allows students to demonstrate the applied learning, concepts and skills developed within the departmental honors track within the workforce leadership program. Students create and share a culminating portfolio or project that highlights their personal leadership journey.

LEAD 499. Cultivating Culture and Inspiring Change in Organizations (3).

Students examine the concept of team learning by exploring mental models and systems thinking practices. Through practice, students learn about the current workplace trends and create a foundation for organizational culture from a leadership perspective.

LEAD 500. Dimensions of Wellness (3).

Students holistically examine meanings of wellness, including relevant biological, psychological and social concepts. As a result, students gain an understanding of how to identify, program and promote individual, organizational and community wellness initiatives.

LEAD 505. Emergency and Public Service Industry for Prior Learning III (6-12).

Students may receive up to 36 upper division WSU credit hours by using industry-specific courses from their community college or technical school coursework, and/or industry-specific experience and/or training. These credit hours serve as concentration hours for undergraduate credit only. Prerequisite(s): program committee evaluation and advisor's consent.

LEAD 507. Managerial Leadership (3).

Introduces the concepts, responsibilities and styles of managerial leadership. Students learn about the various components of organizations and how to apply managerial decision making and leadership theories in an environment of complexity and diversity.

LEAD 520. Principles of Learning Environments (3).

Focuses on human growth and development, and learning theory with special attention paid to motivation, learning environment management, human behavior, principles of cognition, and their implications for workforce trainers. Examines the biological and societal influence on these factors, emphasizing the application of these principles to a variety of workforce environments.

LEAD 540. Leading for Creativity (3).

Focuses on the practical application of creative ideas and how they are related to organizational results. Specifically, students learn strategies for promoting, capturing and harnessing creativity for measurable results.

LEAD 550. Applied Studies Apprenticeship I (1-6).

An applied learning experience requiring a planned and supervised professional experience and documented learning outcomes. Student must document at least 480 hours of applied learning. For undergraduate credit only. Repeatable for a total of 6 credit hours. Prerequisite(s): program consent.

LEAD 600. Applied Studies Apprenticeship II (1-6).

An applied learning experience requiring a planned and supervised professional experience and documented learning outcomes. Student must document at least 640 hours of applied learning. For undergraduate credit only. Repeatable for a total of 6 credit hours. Prerequisite(s): program consent.

LEAD 610. Collaboration and Leadership (3).

Helps students identify team needs, set expectations for collective and individual development, and continuously improve their leadership skills. Students learn tools, such as servant leadership, which will add value to the roles and behaviors of their team members, and define their team's purpose. Students learn how to identify their own leadership style and the importance of culture, values and ethical decision-making within an organizational environment.

LEAD 618. Education and Workplace Training (3).

Helps students understand the fundamental issues associated with learning, transfer of information, how to understand the learner, and how to design organizational interventions with a special focus on employee development. Students are exposed to current issues and best practices associated with workplace training and professional growth and development.

LEAD 625. Interpersonal Communication in the Workplace (3).

Shows students the importance of effective interpersonal communication in today's modern workplace. Students learn how to recognize various communication styles and effective ways to adapt communication to meet the needs of co-workers, bosses and customers. In addition, students improve their understanding of nonverbal communication and individual influences on communication skills. Finally, students learn techniques for dealing with negative situations, handling difficult individuals, presentations and meeting techniques.

LEAD 751. Special Studies (0.5-3).

An umbrella course created to explore a variety of subtopics differentiated by letter (e.g., 751A, 751B). Not all subtopics are offered each semester – see the course schedule for availability. Students enroll in the lettered courses with specific topics in the titles rather than in this root course.

LEAD 751A. Talent Development and the Workplace (3).

Introduces key concepts and systems associated with understanding, motivating and developing individual employee skill sets. In addition, students learn useful skills for developing workplace environments emphasizing formal and informal learning, while focusing on how to implement concepts, systems and models into everyday organizational practices.

LEAD 751B. Teaching as Leadership (3).

Identifies the fundamental forms of teaching, mentoring and educational processes within organizational environments. Students see how teaching and learning are related to leadership within a variety of organizations.

LEAD 751C. Organizational History and Leadership (3).

Students learn the foundational concepts, theories and methodologies for examining historical processes within a variety of organizations. The course highlights how understanding an organization's history is connected to strong organizational cultures, productive community relationships and future decision-making strategies.

LEAD 751D. Organizational Ethics and Decision-Making (3).

Students learn the foundational concepts, theories and methodologies for examining ethical dilemmas and evaluative processes within a variety of organizations. The course focuses on examining underlying values and elements of organizational decisions, processes and relationships. Students engage in not only ethical discussions, but also apply ethical models, concepts and frameworks to real-world case studies. Ultimately, students use these concepts, models and case studies to examine their own leadership and decision-making styles and processes within organizational environments.

LEAD 751E. Leading a Remote Workforce (3).

Introduces important concepts associated with workforce productivity. Students learn about the psychological needs necessary to lead a workforce remotely, useful tools to better engage and motivate employees, how to manage autonomous working environments, and useful tools to maintain and/or increase professional productivity.

LEAD 781. Cooperative Education (3).

Applied learning experience which integrates individual learning objectives with a planned and supervised organizational experience. Prerequisite(s): graduate standing.