

## **MASTER OF SCIENCE IN STRATEGIC LEADERSHIP**

***Professor Mindy Perot, Program Director***

### **Mission Statement**

The GSL program prepares motivated adult learners for strategic leadership roles as scholar-practitioners engaged in productive work, enlightened living, and community service.

### **Unique Strengths of the Program – for Students**

GSL graduates are prepared to strategically and purposefully lead others as they engage in leadership roles in a variety of organizational settings. More specifically, the degree is designed for learners with an undergraduate degree in any discipline from a regionally accredited institution. They are fully enabled for a life of productive work, enlightened living, lifelong learning and community involvement and service by using the foundation of a liberal education and having earned a competency-based master's degree in strategic leadership.

### **From the Faculty: brief statement about the program**

The University of Charleston's program in strategic leadership (SL) is targeted for adults working in leadership positions and is based on the proposition that leadership relates closely to the ability of one to influence the behavior of others to affect organizational outcomes. The SL program is designed to enhance the participant's ability to solve real problems, in real time and for real organizations. Throughout the program, participants will be asked to analyze and make recommendations about actual organizational events. Our hope is that the program's participants will approach these challenges and problems the same way they would at their organization.

### **Admission Requirements**

To be admitted to the Strategic Leadership program candidates must possess a bachelor's degree from a regionally accredited college or university, with a minimum GPA of 3.0 for full admission or 2.5 to be considered for provisional admission. A GPA of less than 2.5 will require additional supportive documentation to be considered for provisional admission. There is no GRE or GMAT score requirement.

### **Program outcomes**

The program will develop your ability to lead through a combination of leadership theory and practice. The graduate will:

1. Assess, develop, and articulate reasoned judgments on strategic issues
2. Design integrated strategic plans for organizations, communities, or institutions related to the graduate's area of specialization
3. Develop processes for sustainment of strategic capacity of organizations, communities or institutions

4. Create processes for ensuring engagement and accountability in implementation of strategic initiatives
5. Synthesize learning from program and personal experiences to create a plan for continued growth as a strategic leader in your area of specialization for organizations, communities or institutions.

**What will you study?**

This research-based professional degree focuses on leadership across disciplines and boundaries in a global environment. Students can expect to understand the leadership competencies that are informed by (1) research in the current literature on leadership, social and behavior sciences, business, (2) the leadership competency lists developed by government, not-for-profit organizations, institutions of higher learning, and (3) analyses of the impact of societal changes on organizations and their challenges for leadership in the future. Throughout the program, students will use an organizational assessment tool to observe and evaluate organizational leadership, strategy, customer focus, knowledge management, workforce, operations, and results. The capstone course focuses on analyzing and interpreting the findings and making recommendations for future actions based on strategic leadership theories and the research.

**Number of credits**

The GSL major requires a total of 36 credit hours which consists of 27 credit hours in SL core courses and 9 credit hours from one of the specialization areas. Transfer students must complete at least 25% of the credit hour requirements with the University of Charleston. A cumulative GPA of 3.00 is required for graduation.

**Required Core Courses:**

GSL 510 Art and Science of Strategic Leadership .....	3 Credits
GSL 610 Strategic Thinking.....	3 Credits
GSL 506 The Human Side of Organizations .....	3 Credits
GSL 507 Reframing Leadership	3 Credits
GSL 615 Leading Across Boundaries	3 Credits
GSL 630 Strategic Project Management	3 Credits
GSL 601 Organizational Theory .....	3 Credits
GSL 629 Research Methods.....	3 Credits
GSL 64X Strategic Issues in (concentration choice)	3 Credits
GSL 65X Strategic Decision Making in (concentration choice)	3 Credits
GSL 66X Strategic Innovation in (concentration choice)	3 Credits
GSL 690 Strategic Leadership Capstone.....	3 Credits

## **Concentration Options:**

### **Strategy as Practice**

GSL 641 Strategic Issues in Strategy as Practice .....3 Credits

GSL 651 Strategic Decision Making in Strategy as Practice .3 Credits

GSL 661 Strategic Innovation in Strategy as Practice .....3 Credits

### **Business Leadership**

GSL 642 Strategic Issues in Business Leadership3 Credits

GSL 652 Strategic Decision Making in Business Leadership3 Credits

GSL 662 Strategic Innovation in Business Leadership3 Credits

### **Healthcare Leadership**

GSL 644 Strategic Issues in Healthcare Leadership3 Credits

GSL 654 Strategic Decision Making in Healthcare Leadership3 Credits

GSL 664 Strategic Innovation in Healthcare Leadership3 Credits

Students in the GSL program can choose one of the above concentrations. The concentration consists of 12 credit hours. Three courses (9 credit hours) from the concentration and GSL 690 Strategic Leadership Capstone (3 credit hours).

### **Strategy as Practice Specialization**

Designed for those who want to focus as a strategic leader practitioner on how strategy is integrated into daily actions across all levels of an organization, including military and former military members having completed at least the Command Sergeants Major or Captains Career Courses or equivalent. Strategy as Practice students are prepared to lead strategic planning and execution within an organization; critically analyze strategy as practice literature; and assess opportunities for improved strategy.

### **Business Leadership Specialization**

Designed for those who want to focus as an entrepreneurial leader on how strategy is integrated into daily actions across all levels of an organization. SLBM students are prepared to lead strategic design, planning and execution within an organization, likely their own or another small business; critically analyze entrepreneurship, startup and business management literature; and assess opportunities for growth.

### **Healthcare Leadership Specialization**

Designed for mid to upper level healthcare leaders with three or more years of experience. The specialization prepares the student to analyze the present and future healthcare context to design strategic goals and action plans for healthcare organizations.

## **Graduate Certificate in Strategic Leadership**

The Strategic Leadership Certificate (SLC) explores principles of leadership theory and examines elements of strategic leadership required to navigate complex environments, influence others, build teams and support networks, manage change and set strategic organizational direction. Participants work through an integrative framework for problem-based and action learning to identify strategic challenges within their organization and apply strategic foresight to develop and articulate reasoned judgments on strategic issues and facilitate strategic excellence within and outside their organization.

### **Program Mission:**

To educate leaders through strategic engagement and accountability by applying strategic foresight to develop and articulate reasoned judgments on strategic issues and facilitate strategic excellence within their organization.

### **Certificate Objectives (PLOs):**

1. Design integrated strategic plans for organizations, communities, or institutions related to the student's area of specialization.
2. Develop processes for sustainment of strategic capacity of organizations, communities, or institutions.
3. Create processes for ensuring engagement and accountability in implementation of strategic initiatives.
4. Synthesize learning from program and personal experiences to create a plan for continued growth as a strategic leader in one's area of specialization for organizations, communities, or institutions.

### **Number of credits**

The SLC requires a total of 12 credit hours. Students will complete the regular admissions process for the MSSL program, as this is an academic credit-bearing certificate. An academic certificate is awarded upon completion of the designated four courses with a grade of "C" or better for a total of 12 graduate credit hours.

### **Required Core Courses:**

GSL 510 Art and Science of Strategic Leadership 3 Credits

GSL 610 Strategic Thinking 3 Credits

GSL 506 The Human Side of Organizations 3 Credits

GSL 507 Reframing Leadership 3 Credits