Inclusive Leadership Certification Course Cluster (12 Credits)	
MGMT 326 - Management and Organizational Behavior | Credits 3.00	**MGMT 335 - Managing Workplace Diversity | Credits 3.00**
This course is a comprehensive overview of the management process and organizational behavior. The focus of the course is on understanding and managing human behavior in organizations. Topics include: fundamentals of planning and organizing; organizational culture and leadership, motivation, communication, managing across cultures, ethics and social responsibility, human resource management and development, interpersonal skills, teamwork and group dynamics, diversity, power and politics, authority and influence and managing change and conflict. High level of participation is garnered through the use of cases, simulations, discussion, and the class itself is viewed as a virtual organization.	This course familiarizes students with the implications of the increasing workplace diversity in the United States. It explores the complex interplay of ethnic, racial, gender, and other forms of diversity in organizations and its implications for decision making and organizational change.
MGMT 327/Lecture/BU - Human Resource Management | Credits 3.00	**MGMT 461/Lecture/BU - Leadership | Credits 3.00**
This course explores basic principles underlying formulation and administration of human resource management, such as recruitment, selection, orientation, training, development, compensation and benefits, safety and health.	This course provides an examination of current theory in the burgeoning field of leadership studies, emphasizing leadership skills and their place in human resources management. Ideas of self-awareness, understanding the role of the leader, and sensitivity to individuals and groups will be taught. Students will learn the significance and implementation of vision statements and engage in a study of inspiration versus domination and motivation versus manipulation. Students will also explore the creation of positive self-image and group identity. Course activities include lecture, case study, experiential exercises and group process. Lecture.

Modality: The program can be offered in person, hybrid, or online.

Program Details
Upon successful completion of the program, participants will possess:

- Increased DEI knowledge and skills to prepare them for successful performance in a diverse, volatile, and global job market
- The ability to understand DEI terms and implement DEI values
- Opportunities for engagement in DEI leadership positions
- An official WUSB certificate of completion, which can be listed on a curriculum vitae or resume

Eligibility
The program is also open to current WUSB Management students, and business graduates (BBA and MBA) from all accredited schools.

MGMT 326: Management & Organizational Behavior	MGMT 327: Human Resource Management	MGMT 335: Managing Workplace Diversity	MGMT 461: Leadership
Course Overview	Course Overview	Course Overview	Course Overview

Focuses on understanding and managing human behavior in organizations toward understanding organizational culture, interpersonal communication and team performance, and ethical and socially responsible behavior.	Explores basic principles underlying formulation and administration of human resource management including equity-sensitive recruitment, selection, orientation, training, development, compensation and benefits, safety and health.	Assesses the implications of workplace diversity, with particular focus on the complex interplay of ethnic, racial, gender, and other forms of diversity in organizations and its implications for decision making and organizational change.	Focuses on self-awareness, understanding the role of the leader, and sensitivity to individuals and groups, with close examination of mental models, empathy, inspiration versus domination, and motivation versus manipulation.
Takeaways	**Takeaways**	**Takeaways**	**Takeaways**
• Understand the importance of distinctive organizational cultures. • Expand personal and professional integrity. • Improve critical thinking and creative and inclusive problem solving skills. • Increased cultural sensitivity and global awareness. • Initial development of inclusive leadership skills.	• Acquire insight into the various human resource activities, responsibilities, functions and career opportunities. • Understand potential pitfalls of bias in employee hiring and treatment practices. • Obtain familiarity with the various laws that apply to employment relationships. • Understand the ethical responsibility in HR management.	• Understand how culture influences views, values, beliefs, relationships, and decision-making process. • Develop awareness, knowledge, and skills that promote multicultural competency. • Distinguish between diversity and inclusion. • Assess stereotypes and prejudices that may influence behavior in work groups. • Describe methods to reduce prejudice and improve psychological safety in work groups.	• Reflect on personal leadership styles: how they were formed, their ethical underpinnings, and their overall personal and professional strengths and opportunities aligned with own mission and purpose. • Understand the working of mental models and the caution needed in their implementation. • Confront and disarm personal biases. • Realize the importance of empathy and respect in leadership.
How it works	**How it works**	**How it works**	**How it works**
COURSE LENGTH 7 weeks *EFFORT* 3-5 hours per week aside from class meetings (@ 4 hours p. session) *FORMAT* In-person or online, instructor-led, synchronous.	*COURSE LENGTH* 7 weeks *EFFORT* 3-5 hours per week aside from class meetings (@ 4 hours p. session) *FORMAT* In-person or online, instructor-led, synchronous.	*COURSE LENGTH* 7 weeks *EFFORT* 3-5 hours per week aside from class meetings (@ 4 hours p. session) *FORMAT* In-person or online, instructor-led, synchronous.	*COURSE LENGTH* 7 weeks *EFFORT* 3-5 hours per week aside from class meetings (@ 4 hours p. session) *FORMAT* In-person or online, instructor-led, synchronous.
Who should enroll	**Who should enroll**	**Who should enroll**	**Who should enroll**
• Executives interested in or responsible for	• Executives interested in or responsible for	• Executives interested in or responsible for	• Executives interested in or responsible for

strategic culture efforts • Team managers and supervisors • Anyone interested in creating an inclusive and supportive culture that promotes constructive creative insights, equal opportunities and treatment of employees	strategic culture efforts • Team managers and supervisors • Anyone interested in creating an inclusive and supportive culture that promotes constructive creative insights, equal opportunities and treatment of employees	strategic culture efforts • Team managers and supervisors • Anyone interested in creating an inclusive and supportive culture that promotes constructive creative insights, equal opportunities and treatment of employees	strategic culture efforts • Team managers and supervisors • Anyone interested in creating an inclusive and supportive culture that promotes constructive creative insights, equal opportunities and treatment of employees