



Master of Arts (MA) in Management and Leadership

The Iowa Wesleyan University Master of Arts in Management Leadership program educates, empowers, and inspires students to develop, understand, and engage in management practices that help them develop their own leadership capabilities, strengthen the organizations in which they are involved, and better the world in which they live.

Upon completion of the program, the student will be able to:

- Develop students' leadership plans that reflect their strengths, values, and practices.
- Understand a comprehensive body of broad, integrative knowledge in the area of Management
- Leadership, as well as specialized knowledge and skills that reflect particularities, challenges, trends, and developments in specific and diverse organizational, social, and global contexts.
- Engage original ideas of personal leadership, interpersonal communication, and change management in comprehensive discussions, essays, and projects.

DURATION

Full-Time:

Minimum Duration: 1 Year

Maximum Duration: 4 Years

Part-Time:

Minimum Duration: 2 Years

Maximum Duration: 4 Years



PROGRAMME MAP – FULL-TIME

| YEAR 1 | | | | | | | | |
|--------------|--------------------------------|-----------|----------|----------------|--------------|--------------------------------------|-----------|----------|
| SEMESTER 1 | | | | Semester Break | SEMESTER 2 | | | |
| COURSE CODE | COURSE TITLE | Cr | Type | | COURSE CODE | COURSE TITLE | Cr | Type |
| MAML500 | Foundations of Leadership | 3 | Core | | MAML504 | Ethical Leadership | 3 | Core |
| MAML501 | Talent Management | 3 | Core | | MAML515 | Strategic Human Resources Management | 3 | Non-Core |
| MAML 517 | Financial Strategic Management | 3 | Non-Core | | MAML595 | Management Leadership Capstone | 3 | Core |
| MAML502 | Communication Strategies | 3 | Core | | MAML518 | Conflict Management | 3 | Core |
| MAML503 | Organizational Decision-Making | 3 | Core | | MAML519 | Leading Change | 3 | Core |
| Total | | 15 | | | Total | | 15 | |

| Total Graduation Credits | | |
|--------------------------|-----------|-------------|
| TYPE | CREDITS | % |
| Core | 24 | 80% |
| Non-Core | 6 | 20% |
| Total | 30 | 100% |



SUMMARY OF MODULES

YEAR 1 – SEMESTER 1

MAML 500 Foundations of Leadership – 3cr

Providing the foundation for the master's degree program, this course exposes participants to a series of alternative perspectives of leadership. After studying these perspectives, as well as from applying them using the case method, participants identify models of leadership appropriate for various workplace situations.

MAML 501 Talent Management – 3cr

Employing and deploying human resources is essential to achieve the effective implementation of business models. This course explores two central themes: 1) How to think systematically and strategically about various aspects of managing the organization's human resources; and 2) What is required to implement these policies in order to achieve sustainable competitive advantage.

MAML 517 Financial Strategic Management – 3cr

This course guides the student to strategically set and measure financial goals within the corporate setting. Students will become familiar with functions of the various financial areas, the development and use of information by the general manager, and the various analytical tools and techniques popular today. Successful completion of this course will enable students to make sound, risk-sensitive strategic financial decisions for the business.

MAML 502 Communication Strategies 3cr

Leaders need the ability to communicate effectively with employees and customers to effectively disseminate information. This course evaluates and utilizes communication techniques to develop effective communication strategies. From these discussions, students will develop communication models and define action plans appropriate for various leadership strategies.

MAML 503 Organizational Decision-Making – 3cr

Enables the student to study and apply the concepts related to various business, accounting, and economics disciplines to indepth studies of the behavior of business organizations and the motivations of their participants. Students are required to demonstrate their analytical skills through the analysis of several case studies.



YEAR 1 – SEMESTER 2

MAML 504 Ethical Leadership – 3cr

This course offers students an opportunity to use case studies, their own experiences, and current events to examine actions leaders have taken and consequences faced when confronted with ethical dilemmas. Students work on a real-life ethical dilemma for understanding in-depth reasoning of the problem and to develop an action plan for solving and preventing similar problems at the organizational and societal levels.

MAML 515 Strategic Human Resources Management – 3cr

This course is about both the design and execution of human resource management strategies. This course has two central themes: (1) How to think systematically and strategically about aspects of managing the organization's human assets, and (2) What really needs to be done to implement these policies and to achieve competitive advantage. It adopts the perspective of a general manager and addresses human resource topics including reward systems, performance management, high-performance human resource systems, training and development, recruitment, retention, employment laws, and workforce diversity from a strategic perspective.

MAML 595 Management Leadership Capstone – 3cr

Students develop an initiative for a real-life project that can be work-, community-, or university-based. The project is a short description of a situation facing an organization and must be based on field research, depict real-life events, and describe a situation that requires a decision. The case analysis outlines the key issues in the case, identifies alternative scenarios for solutions, and provides the conceptual justification for the student's recommendation using

MAML 518 Conflict Management – 3cr

Conflict within an organization is inevitable. This course examines the intrapersonal, interpersonal and organizational factors that influence both the positive and the destructive elements of such conflict. Modern conflict management techniques and strategies are explored and examined. The course also encourages students to consider how they might academically contribute to the expanding conflict resolution readings.

MAML 519 Leading Change – 3cr

One constant in all organizations is the need to change and adapt. This course introduces research topics from the classic organizational development studies (laboratory training, action research and survey feedback, normative approaches, productivity and quality of work life, and strategic change) and then applies those practices and techniques to help organizations achieve greater effectiveness in the modern setting. Emphasis will be on the creation of deliberate, specific, and clearly defined organizational change strategies.



PROGRAMME MAP – PART-TIME

| YEAR 1 | | | | | | | | |
|--------------|--------------------------------|----------|----------|----------------|--------------|--------------------------------------|----------|----------|
| SEMESTER 1 | | | | Semester Break | SEMESTER 2 | | | |
| COURSE CODE | COURSE TITLE | Cr | Type | | COURSE CODE | COURSE TITLE | Cr | Type |
| MAML500 | Foundations of Leadership | 3 | Core | | MAML504 | Ethical Leadership | 3 | Core |
| MAML501 | Talent Management | 3 | Core | | MAML515 | Strategic Human Resources Management | 3 | Non-Core |
| MAML 517 | Financial Strategic Management | 3 | Non-Core | | MAML502 | Communication Strategies | 3 | Core |
| Total | | 9 | | | Total | | 9 | |

| YEAR 2 | | | | | | | | |
|--------------|--------------------------------|----------|------|----------------|--------------|--------------------------------|----------|------|
| SEMESTER 1 | | | | Semester Break | SEMESTER 2 | | | |
| COURSE CODE | COURSE TITLE | Cr | Type | | COURSE CODE | COURSE TITLE | Cr | Type |
| MAML595 | Management Leadership Capstone | 3 | Core | | MAML503 | Organizational Decision-Making | 3 | Core |
| MAML518 | Conflict Management | 3 | Core | | MAML519 | Leading Change | 3 | Core |
| Total | | 6 | | | Total | | 6 | |

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YEAR 1 – SEMESTER 1

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YEAR 1 – SEMESTER 2

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YEAR 2 – SEMESTER 1

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YEAR 2 – SEMESTER 2

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