

STRATEGIC ORGANIZATIONAL MANAGEMENT

SPS Certificate website: <https://sps.northwestern.edu/post-baccalaureate/strategic-management/index.php> (<https://sps.northwestern.edu/post-baccalaureate/strategic-management/>)

One of the biggest challenges facing human resources managers or anyone with a leadership role in business management is developing organizational structures in which people can function effectively and comfortably. The Strategic Management post-baccalaureate certificate program teaches students about the changing state of organizations, how management and leadership function in an evolving business world, and how communication and other critical elements of business can be achieved most effectively within organizational structures. The program is designed for human resources professionals, as well as individuals in management and leadership positions or who aspire to those roles.

Certificate Offered

- Strategic Management, Certificate (<https://catalogs.northwestern.edu/sps/certificates/post-baccalaureate/strategic-organizational-management/strategic-management-certificate/>)

Strategic Management Courses

COMM_ST 101-CN Interpersonal Communication (1 Unit)

Laboratory experience in human interaction. Analysis of communication within groups.

COMM_ST 102-CN Public Speaking (1 Unit)

Theory, composition, delivery, and criticism of public speeches.

COMM_ST 201-CN Research Methods in Communication Studies (1 Unit)

Foundations of knowledge in many areas of the field, including the nature of interpersonal interaction and the impact of mass media. How communication researchers do their work; how to judge the quality of research products.

COMM_ST 205-CN Theories of Persuasion (1 Unit)

Survey of major theories that explain how to change another person's attitudes and behaviors. Applications to persuasion within a variety of contexts, including relationships, organizations, legal campaigns, and the mass culture.

COMM_ST 205-DL Theories of Persuasion (1 Unit)

Survey of major theories that explain how to change another person's attitudes and behaviors. Applications to persuasion within a variety of contexts, including relationships, organizations, legal campaigns, and the mass culture.

COMM_ST 220-CN Theories of Argumentation (1 Unit)

Fundamental principles and practice of critical reasoning and public argument. For students interested in legal, academic, or political realms of communication and advocacy.

COMM_ST 241-CN Theories of Relational Communication (1 Unit)

An overview of communication theories and research dealing with developing, sustaining, and terminating interpersonal relationships. Direct application to friendship, work, and romantic relationships.

COMM_ST 250-CN Team Leadership and Decision Making (1 Unit)

Theories and research relating to communication in small groups and group decision making.

COMM_ST 250-DL Team Leadership and Decision Making (1 Unit)

Theories and research relating to communication in small groups and group decision making.

COMM_ST 270-CN Theories of Mediated Communication (1 Unit)

Introductory survey of current issues in research on the mass media, the Internet, and computer-mediated communication.

COMM_ST 275-CN Persuasive Images: The Rhetoric of Contemporary Culture (1 Unit)

Analysis of image-making in all forms of popular culture-in film and television but also shopping malls, supermarkets, car dealers, and doctors' offices.

COMM_ST 294-CN First-Year Seminar (1 Unit)

Study in seminar format of a topic in communication. Assignments emphasize expository writing.

COMM_ST 294-DL First-Year Seminar (1 Unit)

Study in seminar format of a topic in communication. Assignments emphasize expository writing.

COMM_ST 360-CN Theories of Organizational Communication (1 Unit)

Theories and research dealing with communication in formal organizations and institutions.

COMM_ST 362-CN Professional-Client Communication (1 Unit)

Various processes of professional-client communications, including organizational theory, social, and managerial activities.

COMM_ST 363-CN Bargaining and Negotiation (1 Unit)

Communication in bargaining and negotiation in organizational settings. Cognitive and motivational theories emphasizing bargaining and negotiation strategies.

COMM_ST 364-CN Collective Decision Making and Communication in Organizations (1 Unit)

Research on how organizations make, communicate, and implement collective decisions. Assessing decision effectiveness, group decision making, leadership in organizations, and organizational design.

COMM_ST 380-CN Political Communication (1 Unit)

Nature and functions of communication within established political institutions; decision-making strategies, deliberative discourse, and electoral campaigns; field study of advocacy and interest groups.

COMM_ST 386-CN Science, Technology, and Society (1 Unit)

Examination of developments in information and communication technology in the larger context of American science and technology since 1900.

COMM_ST 394-CN Communication Studies Research Seminar (1 Unit)

Small seminars in research topics led by different members of the department faculty. Students complete a research paper on a topic related to the seminar theme.

Prerequisite: completion of COMM_ST 294-CN First Year Seminar is recommended.

COMM_ST 394-DL Research Seminar (1 Unit)

Small seminars in research topics led by different members of the department faculty. Students complete a research paper on a topic related to the seminar theme.

Prerequisite: completion of COMM_ST 294-CN First Year Seminar is recommended.

COMM_ST 395-CN Special Topics (1 Unit)

Topics vary. May be repeated for credit with different topic.

COMM_ST 395-DL Topics in Communication Studies (1 Unit)

Topics vary. May be repeated for credit with different topic.

COMM_ST 399-CN Independent Study (1 Unit)

ORG_BEH 301-CN Organization Behavior (1 Unit)

Examination of aspects of organizations from an integrated perspective, including how the formal organization, culture, people and work can all connect to transform inputs to outputs. Emphasis on understanding individual differences as the foundation of our interpersonal and managerial effectiveness.

ORG_BEH 301-DL Organization Behavior (1 Unit)

Examination of aspects of organizations from an integrated perspective, including how the formal organization, culture, people and work can all connect to transform inputs to outputs. Emphasis on understanding individual differences as the foundation of our interpersonal and managerial effectiveness.

ORG_BEH 307-CN Leadership Principles and Practices (1 Unit)

Introduction to the theory and practice of leadership: the capacity to mobilize group resources to affect fundamental change in organizations. Topics include understanding organizations as complex social systems; the difference between leadership and authority; navigating the politics of competing factions within organizations to achieve shared goals; emotional intelligence and the emerging neuroscience of leadership; the role of personal presence in establishing trust in leader-follower relationships; and the role of leadership in creating an environment in which risk-taking and innovative solutions are encouraged.

ORG_BEH 309-CN Human Resource Management (1 Unit)

Exploration of the evolution of HR from its inception to the present day.

ORG_BEH 310-CN Organizational Change (1 Unit)

In-depth investigation of the forces driving organizational change and their impact on people and structure.

ORG_BEH 311-CN Conflict Resolution (1 Unit)

Conflict theory and its application to negotiations; conflict resolution style, group membership's impact on conflict.

ORG_BEH 311-DL Conflict Resolution (1 Unit)

Course description: Conflict theory and its application to negotiations; conflict resolution style, group membership's impact on conflict.

ORG_BEH 321-CN Employment Law (1 Unit)

Policy, procedural guidelines, and supervisory practices relating to hiring, promotion, compensation, discharge, employment-at-will, and affirmative-action issues.

ORG_BEH 321-DL Employment Law (1 Unit)

Course description: This course reviews policy, procedural guidelines, and supervisory practices relating to hiring, promotion, compensation, discharge, employment-at-will, and affirmative-action issues. The course is designed to equip current and future managers with the ability to anticipate and prevent discrimination complaints related to protected characteristics such as race, sex, national origin, age, religion, and disability.

ORG_BEH 322-CN Training and Development (1 Unit)

Practical introduction to the design of high-impact professional development courses for employees across a broad spectrum of experience levels and business sectors.

ORG_BEH 367-CN Strategic Planning and Management (1 Unit)

Concepts of strategic planning applied to various types of organizations.

ORG_BEH 367-DL Strategic Planning and Management (1 Unit)

Concepts of strategic planning applied to various types of organizations.

ORG_BEH 368-CN Project Management (1 Unit)

Basics and best practices of project management tools and techniques that help manage projects smoothly and successfully.

ORG_BEH 369-CN Entrepreneurship and Technology (1 Unit)

Focus on how early-stage companies are structured, financed, managed, scaled, and sold.

ORG_BEH 372-CN International Business (1 Unit)

Introduction to collaboration to build partnerships and drive solutions through business acumen and judgment to efficiently execute key business drivers of global organizations.

ORG_BEH 390-CN Topics in Workplace Relations: (1 Unit)

Topics vary. May be repeated for credit with different topic.

ORG_BEH 391-CN Topics in Management: (1 Unit)

Topics vary. May be repeated for credit with different topic.

ORG_BEH 391-DL Topics in Management: (1 Unit)

Topics vary. May be repeated for credit with different topic.

ORG_BEH 395-CN Practicum (1 Unit)

Synthesis, analysis, and evaluation of the accelerated Organization Behavior: Business Leadership cohort program. Culminates in a capstone project that includes a practical case study project that encompasses knowledge in the program.

ORG_BEH 398-A Proseminar in Business Leadership I (0.5 Unit)

Provides students with foundation and awareness of their leadership strengths and professional goals. First course in a two-part pro-seminar required for students in the Organization Behavior: Business Leadership Program.

ORG_BEH 398-B Proseminar in Business Leadership II (0.5 Unit)

Second course in a two-part pro-seminar required for students in the Organization Behavior: Business Leadership Program.