ORGANIZATIONAL BEHAVIOR (ORG_BEH)

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 307-DL Leadership Principles (1 Unit)
This course introduces 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 managerial authority; navigating the politics of competing factions within organizations to achieve shared goals; emotional intelligence and the role of building and maintaining relationships of trust to drive optimal performance and continuous improvement; and the role of leadership in creating an environment in which risk-taking and innovative solutions are encouraged, learned from, and rewarded. The classroom, as well as students' experiences, will serve as foundational learning and ultimately become case studies in leadership.

ORG_BEH 309-CN Human Resource Management (1 Unit)
Exploration of the evolution of HR from its inception to the present day.

ORG_BEH 309-DL Fundamentals of HR Management (1 Unit)
The course explores how HR has evolved from its inception to the present-day HR function – and the direction organizations need it to continue to move toward. The course focuses on ensuring the students learn that to be an effective leader within any organization, they must consider themselves as Human Resources Managers. To accomplish this, students will learn the key responsibilities and competencies of a cutting-edge Human Resources leader.

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

ORG_BEH 312-DL Managing Diversity & Inclusion (1 Unit)
In recent years, the terms diversity, equity and inclusion (DEI) have been used by organizations to demonstrate their commitment to employees, stakeholders and the general public, but are they truly curating cultures that give ALL personnel the space to thrive? For some companies, it may be words inserted in mission statements and on websites, and for others, it may be true engagement, assessment, investment and accountability. In this course, we will delve into these tenets and other terms in the diversity space, investigate their meaning and critically think about how to introduce DEI into work cultures, and the communities where we live, work and play. Upon completion of this course, students will be able to articulate the significance of DEI, employ strategies and tactics, and illustrate how when implemented, programs can positively impact cultures and a company's bottom line.

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

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 331-CN Conflict Resolution (1 Unit)
NPEP course.

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)
Foundations of leading and managing projects in increasingly VUCA (volatile, uncertain, complex, ambiguous) environments. Three domains, leading and managing self, people, and business are covered.

ORG_BEH 368-DL Project Management (1 Unit)
Foundations of leading and managing projects in increasingly VUCA (volatile, uncertain, complex, ambiguous) environments. Three domains, leading and managing self, people, and business are covered.

ORG_BEH 369-CN Entrepreneurship and Technology (1 Unit)
Focus on how early-stage companies are structured, financed, managed, scaled, and sold.

ORG_BEH 369-DL Entrepreneurship and Technology (1 Unit)
This course focuses on early-stage companies (including, but not only, startups) and how they are structured, financed, managed, scaled, and sold. It is an example-driven course that requires research outside class. While the course focuses on technology companies, this is interpreted broadly to include telecommunications, financial technology, medical technology, hardware innovation, and other topics; this is not a sector-specific course focused on "pure tech" (e.g. social media startups, ad tech, etc.). This is a case-driven, highly-collaborative course with

a Socratic, conversational classroom environment, and it includes a midterm exam and a final project.

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 395-DL Leadership Capstone (1 Unit)
In this course, Enterprise Leadership majors will undertake and complete a project utilizing all knowledge and skills developed during their program. Students will also create a resume and complete a portfolio demonstrating how knowledge gained throughout their degree applies to their professional goals. Students will also nurture a professional network and develop a relationship with a mentor.

ORG_BEH 398-A Proseminar in Business Leadership I (0.5 Unit)
This is the first course in a two-part proseminar series that is required for all students in the Organization Behavior: Business Leadership Program (BLP). This five-week course provides students with an introduction to the BLP program, its courses, faculty, goals and learning outcomes. The course also supplements the content in ORG BEH 307 Leadership Principles and Practice by focusing on personal strengths (as revealed by the StrengthsFinder assessment) and views of leadership. Students will articulate their own views of leadership, reflect upon their reasons for pursuing their education, identify their own strategies for success in the program, and set program goals. The proseminar series will conclude with the second course (ORG BEH 398-B), taught by Jen Baker, which follows in the second five weeks of this fall quarter. This course alternates in-person class sessions on the Chicago campus with asynchronous online work. The class meetings will occur on September 25, October 9, and October 23. We will be joined by Jen Baker for our last meeting, providing a transition to her course. We will meet between 12:05 to 1pm, with lunch provided. Credit for this course is 0.5 units. Enrollment in this course reserved for Organization Behavior: Business Leadership Program students only.

ORG_BEH 398-B Proseminar in Business Leadership II (0.5 Unit)
This is the second course in a two-part proseminar series that is required for all students in the Organization Behavior: Business Leadership Program (BLP). This second five-week course will explore communication and interaction in the working world, using the students' professional persona as the basis for examination. We will determine how we communicate in the workplace and how we portray ourselves as a professional, in order to continue to develop and grow. Additionally, we will use our personal and professional branding to consider soft skills and communication etiquette, collaboration, as well as virtual communication. This is a hands-on course, where we will learn about, practice, and use skills that can be directly applied in your current workplace and in your future workplace endeavors. This course alternates in-person class sessions on the Chicago campus with asynchronous online work. The class meetings will occur on October 23 (in conjunction

with Peter Kaye's Organizational Behavior 398-A course), November 6, and November 20. We will meet between 12:05 to 1pm, with lunch provided. Credit for this course is 0.5 units. Enrollment in this course reserved for Organization Behavior: Business Leadership Program students only.

ORG_BEH 399-CN Independent Study (1 Unit)