

# **Master of Science (M.S.) in Organizational Change Leadership**

The Master of Science in Organizational Change Leadership (OCLE) encourages the development of transformational agents within organizations or in self-owned companies. The program explores the human aspect of the organization, focusing on the application of effective leadership strategies that promote innovation. The program places emphasis in three core areas: self-leadership and transformation; team leadership; and organizational leadership. The degree contributes to the achievement of competencies in emotional intelligence, ethics, motivation, innovation, communication, conflict management and respect for diversity.

The program goals are the following:

1. Develop leaders who adapt their leadership skills to improve the performance of the corporation's personnel.
2. Train facilitators in the company's change process to establish competitive strategies.
3. Develop leaders that promote collaboration in the workplace to boost innovation in the face of institutional challenges.

The program objectives are the following:

1. Prepare thoughtful leaders that can reconcile their leadership styles with the institutional culture.
2. Apply changing leadership strategies to help identify competitive advantages in the company.
3. Promote a collaborative and inclusive work environment to promote transformations in the organization.

The graduate profile is the following:

## **Knowledge**

1. Identify the appropriate leadership style for managing human talent.
2. Recognize opportunities of continuous improvement for the development of personal leadership skills.
3. Relate the process of change in planning the growth and sustainability strategies of the corporation.

## **Skills**

1. Practice effective communication to optimize interpersonal and collaborative relationships.
2. Create a work environment that fosters a flexible and innovative organizational culture.
3. Lead the design of strategic plans that integrate change in the operation of the company.

## **Attitudes**

1. Respect the diversity of ideas and ethical values within the leadership process.
2. Demonstrate responsibility for personal professional development.

## Graduation Requirements

In order to obtain the Master of Science Degree in Organizational Change Leadership students must have approved the 30 credits requirements with a minimum grade point index of 3.00.

### TOTAL COST OF PROGRAM

|          |                |
|----------|----------------|
| Tuition  | \$6,450        |
| Fees     | \$1,600        |
| Books    | \$1,906        |
| Supplies | <u>\$1,152</u> |
| Total    | \$11,108       |

### REQUIREMENTS FOR THE MASTER OF SCIENCE IN ORGANIZATIONAL CHANGE LEADERSHIP

|                             |                   |
|-----------------------------|-------------------|
| Core Course Requirements    | 6 credits         |
| Specialization Requirements | <u>24 credits</u> |
| Total                       | 30                |

#### Core Course Requirements - 6 credits

|             |                                       |   |
|-------------|---------------------------------------|---|
| OCLE 5000   | Leadership Foundations                | 3 |
| OCLE 5010 E | Emotional Intelligence and Leadership | 3 |

#### Specialization Requirements - 24 credits

|           |  |   |
|-----------|--|---|
| OCLE 5020 | Ethical Leadership                       | 3 |
| OCLE 5030 | Communication in Leadership              | 3 |
| OCLE 5040 | Conflict Management in Leadership        | 3 |
| OCLE 6010 | Developing Highly Effective Teams        | 3 |
| OCLE 6020 | Decision Making and Leadership           | 3 |
| OCLE 6030 | Strategic Planning                       | 3 |
| OCLE 6040 | Change Leadership                        | 3 |
| OCLE 6050 | Organizational Change Leadership Project | 3 |

The Aguadilla Campus is authorized to offer this Program.