

# LEADERSHIP DYNAMICS AND PRACTICE (M.A.)

The Master of Arts in Leadership Dynamics and Practice is an integrative professional studies program where students learn to engage with both theory and practice. The Program is designed for current and future leaders to function as agents of support for individuals, groups, and whole systems in times of change. Students gain skills in leading individuals, groups, and organized systems through change and growth. The primary goal is to develop well-trained practitioners capable of making a valuable impact in their organizations, community, and society.

The Program combines integrative approaches, personal mastery, interpersonal communication skills, organizational learning, and systems thinking so that students may learn to lead effectively within a group, organized system, community, and on a global level. The Program emphasizes:

- A whole person and systems approach to leadership;
- Understanding the dynamics underlying organizational and workforce change;
- Learning to see personal, group, and larger system events through multiple lenses;
- Learning how to integrate creative, strategic thinking, and reflective analysis within complex situations;
- Cross-generational and cross-cultural organizational dynamics;
- The introduction of both western and nonwestern leadership principles and models;
- An introduction to the art of leading profound change and transformation;
- Understanding new paradigms of leadership; shifting from contemporary command and control to emerging "organization as a network" approaches;
- Practical skills and tools to understand and apply socially just and ethical leadership competencies.
- Understanding and leading complex diversity, equity, and inclusive (DEI) change practices.

## Program Requirements

The leadership program offers a 30-credit master's degree. Graduates of the Salve Regina holistic counseling program and/or other university graduate programs may earn one or two additional 12-credit Certificates of Graduate Studies. Applicants to the certificate programs who already have a master's or an undergraduate (in some instances) degree from an accredited university other than Salve Regina may be eligible for admissions into either Certificate of Graduate Studies programs. Upon review of a potential student's application, and on a case-by-case basis, applicants may be required to take additional courses in order to be fully matriculated into the CGS programs.

## Curriculum

Students must successfully complete 30 credits to qualify for the master's degree in leadership dynamics and practice.

Core Curriculum (10 courses/30 credits):

| Code    | Title  | Credits |
|---------|--|---------|
| HLC-504 | Holistic Foundations                                       | 3       |
| HLC-505 | Interpersonal Helping Skills                               | 3       |
| HLL-519 | Introducing Dynamic Leadership Perspectives                | 3       |
| HLL-520 | Leading Holistically: Developing Cross- Cultural Awareness | 3       |
| HLL-524 | Leading Group Dynamics                                     | 3       |
| HLL-525 | Enhancing Dynamic Leadership Skills                        | 3       |
| HLL-527 | Leading System Change and Transformation                   | 3       |
| HLL-528 | Leading With Awareness and Skilled Attention               | 3       |
| HLL-529 | Resilient Leadership: Navigating Challenges                | 3       |
| HLC-540 | Integrating Meaning  | 3       |

**Total Credits** **30**

\* Course substitutions may, upon review, be approved by the program director - if appropriate and applicable to a student's personal and professional goals.

## Additional Information

- Electives may be substituted with permission of program director - if appropriate and applicable to a student's personal and professional goals. Leadership Dynamics and Practice students may select elective courses individually to reflect personal, career, and professional goals. In some instances, electives may be substituted with appropriate courses from other disciplines, such as administration of justice and homeland security (ADJ); business studies (MGT); healthcare administration (HCA); holistic counseling (HLC); humanities (HUM); international relations (INR); or rehabilitation counseling (RHB) with permission of the appropriate program directors. Prerequisites, as indicated in the course descriptions, are required unless specifically waived by the department chair or program director. Required courses are usually offered once per academic year with some offered every other year.

## Leadership Dynamics and Practice, Individualized Concentration (M.A.)

Students may propose an individualized course of study aimed at meeting personal and academic goals. Working with the graduate program director, students may design a unique program of study by selecting and justifying three related courses from among those offered in other Salve Regina University graduate programs such as administration of justice and homeland security (ADJ); business studies (MGT); healthcare administration (HCA); humanities (HUM); international relations (INR). Unique programs of concentration require the permission of the graduate program director.

## Degree Plan for M.A in Leadership Dynamics and Practice

| Course                | Title  | Credits        |
|-----------------------|--|----------------|
| <b>First Year</b>     |  |                |
| <b>Fall</b>           |  |                |
| HLL-520               | Leading Holistically: Developing Cross- Cultural Awareness | 3              |
| HLC-504<br>or HLC-505 | Holistic Foundations<br>or Interpersonal Helping Skills    | 3              |
| HLL-525               | Enhancing Dynamic Leadership Skills                        | 3              |
|                       |  | <b>Credits</b> |
|                       |  | <b>9</b>       |
| <b>Spring</b>         |  |                |
| HLL-519               | Introducing Dynamic Leadership Perspectives                | 3              |

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|                       |   |           |
|-----------------------|---|-----------|
| HLC-504<br>or HLC-505 | Holistic Foundations<br>or Interpersonal Helping Skills                                       | 3         |
| <b>Credits</b>        |   | <b>6</b>  |
| <b>Summer</b>         |   |           |
| HLL-528               | Leading With Awareness and Skilled Attention (offered<br>every-other year, usually in summer) | 3         |
| <b>Credits</b>        |   | <b>3</b>  |
| <b>Second Year</b>    |   |           |
| <b>Spring</b>         |   |           |
| HLL-524               | Leading Group Dynamics  | 3         |
| HLL-527               | Leading System Change and Transformation  | 3         |
| HLC-540               | Integrating Meaning   | 3         |
| <b>Credits</b>        |   | <b>9</b>  |
| <b>Summer</b>         |   |           |
| HLL-529               | Resilient Leadership: Navigating Challenges (offered<br>every-other year, in summer or fall.) | 3         |
| <b>Credits</b>        |   | <b>3</b>  |
| <b>Total Credits</b>  |   | <b>30</b> |