The Leadership and Innovation program integrates the new science of leadership with foundational principles of management science. Students gain skills and competencies that enable them to navigate ambiguity and lead rapid change in an increasingly complex fast-paced, global society.

Program Philosophy

- Effective leadership has the power to transform individuals, teams, and organizations. Effective leaders empower others; foster creativity, and embrace diversity in the pursuit of shared goals. Good leaders develop through a never-ending process of self-study, education, experience, and reflection.

The emerging demands of the 21st century require leaders that operate with a heightened sense of self, group, and system awareness.

This program balances theory, practice, and research with real world application grounded in:

**Acknowledgments**

- Theodore Pietrzak
- Aileen Spero

For more information, contact: Director, Christina Coyle MBA, MS at ccoyle@daemen.edu/716-839-8342 or visit daemen.edu/leadinnovate
Courses: M.S. Leadership and Innovation
*Advanced Certificate Available

**LEAD 500: Organizational Leadership and Self-Development:** In the foundation class for the program we review the history of leadership study. Students identify their individual leadership and personality preferences related to leadership effectiveness.

**LEAD 501: Critical Thinking, Problem Solving, and Decision Making:** The main objective of this course is to provide students with balanced, creative and critical thinking skills, and the facilitation tools necessary for effective problem solving and decision-making as leaders. Creative style preferences are assessed within the context of the Osborn-Parnes creative problem solving process.

**LEAD 502: Leadership and Organizational Ethics, Values, and Social Environment:** This course presents an inquiry into the philosophical foundations of interpersonal relations and values in organizational contexts with an emphasis on applications of ethical, regulatory, and legal systems to the responsibilities of people in organizations toward society and individuals.

**LEAD 503: Developing Leadership Skills: One-on-One Leadership, Conflict, and Team Building:** This course explores, from the leaders’ perspective, challenges and opportunities for effective leadership at three levels - the individual, the group or team, and the organization or system as a whole. Principals of Emotional and Social Competences are presented and assessed using 360 degree feedback.

**LEAD 504: Leadership and Community: Empowerment, Collaboration, and Dialogue:** Through a leadership immersion, within a business, agency or community group, students have the opportunity to observe in practice many of the leadership theories and strategic practices learned in previous classes. The students develop a better understanding of the leadership processes of empowerment, collaboration, and dialogue in the context of the four organizational frames of Human Resources, Structural, Political, and Symbolic. Students will also explore elements of corporate culture within an organizational setting.

**LEAD 505: The Business of Leadership: Financial, Organizational, and Cultural:** This course prepares the leader to understand, interpret and respond to basic financial accounting and reporting processes covering the balance sheet, income statement, and statement of cash flows.

**SPECIALIZATION COURSES (select one):** These courses examine in depth the unique challenges and opportunities when leading in the context of the particular specialization. A business and leadership plan is developed.

- LEAD 525: Leadership in Higher Education
- LEAD 526: Leadership in Business
- LEAD 527: Leadership in Non-Profit Organizations and Community-Based Change
- LEAD 528: Leadership in Health Care Organizations

**LEAD 529: Transformational Leadership and Organizational Change:** This course examines, in both theoretical and practical terms, the process of organizational change and the critical role that effective transformational self-leadership plays in successfully bringing about change and delivering the results required for long-term sustainability.

**LEAD 530: Modeling, Branding and Marketing Your Leadership:** Students design and develop a personal leadership model that synthesizes their experiences, program learning, and the feedback provided in a 360 degree feedback on living their leadership model. Students integrate the perspectives of stakeholders and customers and apply principles of marketing to themselves as leaders, incorporating the key elements of positioning and branding.

**LEAD 540: Research Project/Thesis in Leadership and Innovation – I**

**LEAD 541: Research Project/Thesis in Leadership and Innovation – II**
Students develop and complete their leadership research and application through the writing of a masters thesis or completing an evidence-based leadership and change project. The class allows students to combine theories in leadership and their chosen discipline in order to expand their expertise and professional breadth of knowledge.

**LEAD 560: Capstone Course in Leadership:** This is the concluding integrative course of the leadership program. Students refine their leadership model and finalize a strategic leadership plan, including their mission and vision statements. Students design and present their leadership portfolio, synthesize their leadership development, and present their research.

**Leadership and Innovation Schedule** The Leadership and Innovation program is cohort based with cohorts beginning in January and September. Courses are offered sequentially. All classes are eight weeks in duration and meet from 5:30 to 9:45 PM.

For the complete schedule, visit: daemen.edu/leadinnovate