

HR 675: Leadership in Human Resources

Course Description:

This course explores at the graduate level the theory and practice of leadership for HR professionals. Leadership has been identified as one of the personal competencies most sought after in HR professionals (Society for Human Resource Management, Int'l. Society for Performance Improvement, ASTD). In addition to being leaders themselves, HR professionals are expected to recruit, develop and retain leaders for the organization. In this course, we really examine what leadership is and what makes a leader “effective.” You’ll study theory but also apply those theories to practice. Through the assignments, you will not only develop your understanding of leadership, but also your written communications skills (another highly ranked competency by HR organizations.)

* This course has been designed to align with HR competencies identified by the Association for Talent Development (ATD), HR Certification Institute (HRCI), Bersin by Deloitte, the Association for Human Resource Development, and the Society for Human Resource Management (SHRM) for Graduate HR Curriculum Guidelines.

Learning Objectives:

Upon the completion of this course, learners will be able to:

- 1.) Describe and critique various theories/models of leadership
- 2.) Discuss the ethical and global dimensions of leadership
- 3.) Analyze and interpret their own leadership utilizing self-assessments
- 4.) Discuss the unique leadership challenges for those serving in senior HR positions in organizations
- 5.) Research, interpret, and link the scholarly and practitioner literature in leadership
- 6.) Develop, articulate and support a point of view about effective leadership