**Organizing Themes**

Fort Hays State University’s Organizational Leadership degree program integrates three major themes in its curriculum: creating change, collaboration, and collective/common purposes. These themes provide the foundation and purpose for all leadership development activities.

**Creating Change**
First and foremost, leadership is about creating change. There are several important elements to our creating change theme. First, leadership is about “purposefully” seeking change. Second, leadership refers to transformational or fundamental changes rather than small incremental adjustments. Third, the purpose of change is “positive” movement. Therefore, leadership is about making “improvement” or “correcting discrepancies” between what is and what ought to be for the collective good.

**Collaboration**
It is critically important that our methods of practicing leadership reflect the new post-industrial paradigm of leadership if we hope to be successful. These approaches are characterized by cooperation, power sharing and empowerment. When individuals are engaged constructively and effectively with others around issues that affect them or that they care about, they can achieve positive results.

**Collective and Common Purposes**
If leadership is an influence relationship for change and collaborative approaches are the preferred method, then the final step in the cycle is to encourage change that makes things better for all.

**Learning Objectives**
Organizational Leadership learning activities are designed to encourage students to develop leadership potential and to engage in “productive” leadership behavior. The curriculum concentrates on both understanding and action and has adopted the following learning objectives:

1. Demonstrate the capacity of leadership theories and concepts in multiple contexts (e.g., civic, corporate, government, global).
2. Demonstrate emotional intelligence.
3. Demonstrate cross cultural competency.
4. Perform evaluations of others’ personal strengths and limitations.
5. Integrate feedback from internal and external sources for improvement.
6. Design contextually appropriate plans to overcome leadership challenges and achieve ‘what ought to be.’
7. Demonstrate initiative to both introduce change and persist to see change through to its completion.
8. Demonstrate ability to effectively work across factions with multiple stakeholders.
9. Deliver appropriate messages utilizing suitable communication channels in a given context.
10. Deploy appropriate influence and conflict resolution techniques for collaborative efforts.