

Emerging Manager Certificate (EMLC)

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The Emerging Manager Certificate is intended for those who are beginning their leadership development and want to manage others. Students develop a well-rounded skill set including communication strategies, how to be a collaborative leader, and how to handle conflict, while beginning to develop their management style.

The certificate can be completed through online education.

For more information, please contact the Humanities and Sciences Division at (513) 569-1700.

To apply for this program at Cincinnati State, visit the Admissions (<http://www.cincinnati.edu/academics/admission/>) section of the College website.

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Semester 1		Lec	Lab	Credits
MGT 130	Project Management	3	0	3
NDR 100	Introduction to Conflict Studies	3	0	3
LDR 120	Inclusive Leadership	3	0	3
XXX XXX Management Elective				
Total		9	0	9
Credits:				

Management Elective (choose one)

LDR 115	Introduction to Organizational Leadership	3
MGT 101	Principles of Management	3

Courses

LDR 100 Introduction to Leadership

3 Credits. 3 Lecture Hours. 0 Lab Hour.

A foundational course on the practice of leadership. Topics include: understanding and assessing self as leader, inclusion, ethics, listening to out-group members, leaders and followers, and managing conflict. Students examine their characteristics that prepare them for leadership and their areas that may need development.

Prerequisites: None

LDR 105 Self as Leader

3 Credits. 3 Lecture Hours. 0 Lab Hour.

A course on developing leadership skills and designing a personal model of leadership. Topics include: assessing strengths and areas of growth to develop as a leader, perceptions of leadership, values and ethics, decision-making, motivation, innovation, emotional intelligence, and making a difference.

Prerequisites: Placement into ENG 101A

LDR 110 Leading for Social Change

3 Credits. 3 Lecture Hours. 0 Lab Hour.

A course on the Social Change Model of leadership development. Topics include: identifying values, beliefs, and social identity in the context of leadership for the common good; leadership and global citizenship; civic engagement; and integrating leadership with cultural competency and social justice.

Prerequisites: Placement into ENG 101A

LDR 115 Introduction to Organizational Leadership

3 Credits. 3 Lecture Hours. 0 Lab Hour.

A course that examines the impact of leadership on organizational effectiveness. Topics include: understanding individuals in organizations; the difference between management and leadership in organizations; communication skills and managing conflict and communication; influencing and motivating others; building relationships; and leaders serving, performing, and acting as change agents.

Prerequisites: None

LDR 120 Inclusive Leadership

3 Credits. 3 Lecture Hours. 0 Lab Hour.

A course on leading diverse groups and individuals. Topics include: building on differences, creating an inclusive team culture and climate, adapting leadership styles for the appropriate context, and inclusive leadership skills and competencies.

Prerequisites: Placement into ENG 101A

LDR 125 Servant Leadership

3 Credits. 3 Lecture Hours. 0 Lab Hour.

An introduction to the concept of servant leadership. Topics include: expectations of servant leaders, how values cultivate identity, leading with kindness, inspiring others, collaborating effectively with others, building an inclusive environment, focusing on others' success, and empowering and developing followers.

Prerequisites: Placement into ENG 101A

LDR 130 Women and Leadership

3 Credits. 3 Lecture Hours. 0 Lab Hour.

A course that examines challenges and opportunities related to women's leadership development. Topics include: how gender affects leadership styles, traits, and effectiveness; effects of stereotypes and prejudice on women's under-representation in culture and politics; and movements that provide opportunities for women leaders.

Prerequisites: Placement into ENG 101A

LDR 135 Practicing Positive Leadership

3 Credits. 3 Lecture Hours. 0 Lab Hour.

An exploration of principles and qualities of positive leadership and its practices. Topics include: building positive relationships, encouraging collaboration; fostering a positive environment, setting goals to sustain a positive environment, using conflict resolution tools, and implementing positive leadership strategies.

Prerequisites: None

LDR 200 Transformational Leadership in Practice

3 Credits. 3 Lecture Hours. 0 Lab Hour.

A course on concepts and applications of transformational leadership. Topics include: developing authentic leadership qualities that motivate others to reach their full potential; understanding, adapting to, and implementing change; and using a holistic approach to coach and transform others.

Prerequisites: Placement into ENG 101A

LDR 220 Critical Thinking in Leadership

3 Credits. 2 Lecture Hours. 2 Lab Hours.

A course that prepares students to apply leadership skills through critical thinking, problem solving, and team building. Topics include: effective communication, self-awareness, examining and anticipating obstacles, setting roles, evaluating options, using creative flexibility, and making decisions.

Prerequisites: Placement into ENG 101A

Instructor Consent Required

LDR 225 Leading Teams

3 Credits. 3 Lecture Hours. 0 Lab Hour.

A course on leading highly successful teams. Topics include: team dynamics and communication, theories of group intervention, and leader styles and behaviors that facilitate team performance. Students will evaluate a team they serve on. This course is offered online only.

Prerequisites: FYE 120 or placement into ENG 101

LDR 230 Ethical Leadership

3 Credits. 3 Lecture Hours. 0 Lab Hour.

A course on concepts and approaches to ethical leadership. Topics include: evaluating and anticipating ethical challenges, establishing ethical norms, pursuing the greater good, demonstrating leader character, using strategies for promoting ethical decision-making in varied situations, and meeting the ethical challenges of cultural diversity.

Prerequisites: LDR 100 or LDR 115 or MGT 101, and FYE 120 or placement into ENG 101

LDR 240 Applied Leadership Theory

3 Credits. 3 Lecture Hours. 0 Lab Hour.

A course on applying current interdisciplinary theories of leadership to the practice of leadership. Topics include: foundational and emerging research on leadership, social identity, in-group and out-group categorization, obedience and conformity, and persuasion.

Prerequisites: LDR 100 or LDR 105 or PSY 105, and ENG 101 (minimum grade C for all)

LDR 290 Leadership Capstone

3 Credits. 3 Lecture Hours. 0 Lab Hour.

Students complete a series of projects and assignments that applies the knowledge and skills gained from previous leadership courses and experiences to current issues. Students also evaluate their leadership skills, values, philosophy, and characteristics.

Prerequisites: 9 hours of LDR courses