

Our MS in Leadership, Management and Organization Development program develops your Expertise across these arenas and roles

ARENAS Where You Will Find Yourself



One-to-One Relationships

Inter-personal Relationships

Master intra- and inter-personal skills and concepts. Develop the person behind the position so they are human first, role second.

Helping/Coaching Individuals

Balance directing, driving & listening. Provide structure and nurture others to solve their own problems and reach their full potential.

Third Party Conflict

Be an effective neutral third party to facilitate learning, breakthroughs and resolutions of conflict.



Groups & Teams

Group Dynamics/Process

Pay attention to and intervene in group process and dynamics in a way that leads to a healthier functioning group with better outcomes.

Leading Groups and Teams

Lead direct reports & task groups. Utilize conflict in and between groups to build greater system health. Create and facilitate high-performing teams

Action Research

Use and apply Kurt Lewin and Ron Lippitt's work to any problem solving, team development, project, or large change initiative.



Organizations & Larger Systems

Organizational Member

Participate fully to help the system build greater overall health. See and resolve systemic problems that block productively and lower morale.

Organizational Leader

Utilize your position of direct authority to nurture and grow employees up, down and across the organization. Build system health through alignment.

Large Scale Culture Change

Conduct step-by-step organizational wide change that creates an engaged culture with high morale and measurable results.

ROLES You Might Play

MEMBER or PARTICIPANT

HELPER, LEADER or MANAGER

INTERNAL or EXTERNAL PRACTITIONER

Macro Themes

(Cut across all courses/residencies)

Clarity of Authority | Learn how to see and utilize clarity of authority and systems thinking to ensure effective outcomes in all situations.

Conflict Utilization | Learn how to lean into conflict to ensure system health, vibrancy, and effectiveness.

Self as Instrument of Change | Strengthen how to use who you ARE to lead change by deep exploration of your Family-of-Origin.

Results Focus | Develop and set clear measurable goals to set direction and drive to results in Business, Social Justice or any endeavor.