

# Leadership and Consulting Concentration



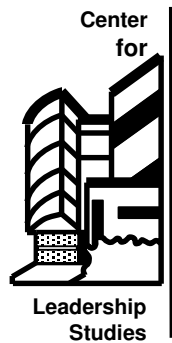
Business is becoming more competitive, more technical, and more global. Traditional organizational structures are giving way to more flexible and responsive organizations. Management and leadership in these new organizations are largely channeled through communications technologies such as the Internet, e-mail and virtual teams. Whereas traditional leadership was focused at the top, leadership in these new organizations occurs throughout all organizational levels. To serve this emerging need, the School of Management and Center for Leadership Studies (CLS) prepares students to take entry-level roles in consulting firms and other organizations that will require exemplary leadership skills. This concentration is available as a primary concentration. However, we believe many students will find a combination of Leadership and Consulting with other concentrations such as Management Information Systems (MIS), Marketing or Finance to be very attractive to future employers.

Students will make use of traditional methods of learning such as texts and lectures. However, this concentration emphasizes hands-on practice by means of simulations, student projects in local companies, cases, and guest speakers. An innovative part of the program is a comprehensive assessment of leadership skills. Students will use feedback from this assessment to develop personal development plans to enhance their leadership potential. In addition, in LEAD 353, students engage in action learning through the Manley's Service-Learning Projects, whereby they work as strategic leadership consultants in local non-profit organizations. Courses also provide practice in presentations and writing. To fulfill the requirements of the Leadership and Consulting concentration, students must complete the standard core curriculum for the management degree option and the following three undergraduate LEAD courses. Each course is four credit hours.

*Want more information?*

Visit the Center for Leadership Studies website:

<http://cls.binghamton.edu>



## **LEAD 551 Individual Leadership and Development**

Leadership happens! Whether you are working one-on-one or in small groups, leadership guides the vision. This course will provide a survey of the major theoretical topics in leadership. Through self-assessments and guided exercises students focus on individual skills development to improve their leadership abilities.

## **LEAD 552 Team and Group Leadership**

Leading in a team-based environment requires unique leadership skills. This course begins with an emphasis on one individual leading a team of individuals. Over time a shared leadership model emerges whereby students learn how to distribute leadership within their teams. Students will work in teams to learn the process of developing and leading an effective project team. Teams work both face-to-face and virtually to learn how to function effectively in a technological, global environment.



## **LEAD 553 Organizational and Strategic Leadership and Consulting**

What is the role of leadership in larger systems and how do you handle a unique organizational culture? Learn how to work in organizations to promote strategic change, implement organizational learning, and work across different boundaries/units and cultures. The intent of this course is to develop the capacity in students to consult with organizations on strategic leadership and change management practices. Students will work in project teams and consult with local organizations to assist with unique strategic change issues.

## Leadership and Consulting Concentration



Students in this concentration also are encouraged to undertake an internship to further develop their skills and join the local student chapter of the Society for Human Resource Management (SHRM):

LEAD 595 – Leadership Internship. This internship provides students in the leadership concentration with an opportunity to practice skills in a real business setting. Although not required, this internship is highly recommended. An internship does not replace one of the 3 required concentration courses.

SHRM – Provides students with mutually beneficial interaction with Human Resource practitioners. The student SHRM chapter supplements classroom education with leadership opportunities, hands-on experience, and network development. Students are elected to leadership positions and work with student cohorts to build human resources knowledge and skills. Additionally, members are asked to develop human resource-based programs of interest for both students and interested local practitioners.

### **CLS Research Programs & Corporate Sponsors:**

Current research programs of interest include the following organizations:

**Manley's Mighty Mart and Big Al's Pizza**

**Binghamton University I/O Psychology Research Internships**

**IBM**

**Lockheed Martin**

**Play**

**B.O.C.E.S.**

**National Science Foundation (NSF)**

**Binghamton University Leadership Academy**



*Are you ready to begin?*

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<http://cls.binghamton.edu>

### **SOM Faculty/ CLS Fellows:**

***Francis J. Yammarino, Ph.D.***

Distinguished Professor; Director, CLS

***Shelley D. Dionne, Ph.D.***

Assoc. Professor; Assoc. Director, CLS

***Kimberly S. Jaussi, Ph.D.***

Associate Professor

***William D. Spangler, Ph.D.***

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***Janaki Gooty, Ph.D.***

Assistant Professor