BUSN 6102
Managing Dynamic Organizations

COURSE PREVIEW

Description
In this three-credit, 15-week online graduate course, refine your management approach, set performance criteria, and make recommendations for change to improve your area of responsibility. Over the course of four projects, you will refine your management capabilities, set performance criteria, and make recommendations for change that will advance your unit’s impact within the organization.

Projects

Project 1: You as a Manager
Identify your qualities as a manager, including what you believe, and why. Follow up one-to-one with your mentor to explore who you are and any biases you may bring to work. Archetype the qualities of an effective manager to discover pitfalls in some management approaches. Develop a long-term plan to support your management development objectives.

Project 2: You, the Manager, in an Organization
Explore the unit you manage while understanding your organization’s strategy. What are the purpose, vision, mission and values that steer the future of the organization? Through this project you will identify how your work can add the best value to your employer.

Project 3: Setting Performance Criteria
Explore performance criteria and associated measures that determine how your unit aligns with the organization’s mission.

Project 4: Diagnosing Performance
Determine how to approach performance issues, with a focus on making changes to fix a problem through root-cause analysis.

Features
Live, online synchronous sessions are scheduled every 2-3 weeks throughout the semester with the instructor and professionals from various industries also participating in this course. Sessions are designed to cultivate your understanding of course concepts and guide your approach as you gain insights from others’ experience.

Outcomes
Completion of the course enables you to:

- Articulate your organization’s core competencies
- Map your unit’s value chain
- Identify the role of your unit in realizing your organization’s objectives and goals
- Synthesize information to draw sound and actionable decisions
- Assign performance criteria to your unit’s responsibilities
- Practice solving complex problems with hypothesis testing to evaluate potential solutions
- Clearly communicate findings to appropriate audiences

Technology
This course is offered through the RensselaerStudio, providing ease of access to all course technologies and software required, any time, any where. Synchronous sessions are held via Zoom.

Learn More: Managing Technical Organizations Graduate Certificate