431 - Social Enterprise

Prerequisite: Business 330, Business 331. Social enterprises are mission-driven organizations that trade in goods or services for some defined social purpose. At times, the profits from a business are used to support a specific social goal. Other times, the organization itself accomplishes a defined social aim through its own operations. This class discusses the evolving role played by the social enterprise in the context of changes in both the private and government sectors. This is followed by an elaboration of specific organizational and management challenges faced by social enterprises. The third part of the course focuses, in turn, on different 'types' of social enterprises; e.g., large established social enterprises like Habitat for Humanity or C.A.R.E.; social entrepreneurship; global social enterprise; and organizations dedicated to environmental sustainability. The course concludes by discussing careers options in and associated with social enterprises. Additionally, every student that enrolls in this class is required to contribute (i.e., volunteer) 15-20 hours to a social enterprise. The form of this internship is flexible and is determined in consultation with the professor.

432 - Negotiations

Prerequisite: Business 330. Offers students an opportunity to develop negotiation skills for a global business environment. Students learn to manage conflicts with competence, fairness, and sensitivity. The course relies heavily on simulations to promote learning by doing. It provides a low-risk setting with individual feedback to help students evolve an effective negotiating style that feels natural.

433 - Leading and Managing Change

Prerequisite: Business 330 (or 330 should be taken concurrently). Addresses the forces that drive organizational change; examines obstacles to organizational change as well as those strategies for making change more effective. The emphasis is on planning, managing, evaluating, and surviving organizational change, with application to emerging business issues, including: knowledge management, "learning organizations," network management and organizational implications of new technologies and the internet. Case analyses will be augmented by exercises, live cases, guest speakers and projects.

437 - Leading for Creativity & Innovation

Prerequisite: Business 330, Business 331*. Examines how to manage the corporation both for efficiency and for innovation. Uses case teaching methodology and focuses on innovating inside the large, mature firm. Useful for those interested in managing technological, service, and product innovation processes in medium to large-scale organizations.