Master of Organizational Leadership, Minor in Christian Ethics
HBI University
Course Duration: 2 years
Credit Hours: 69 (including 15 credit hours for minor)



Program Description

The Master of Organizational Leadership at HBIU University equips students with advanced leadership skills, strategic thinking, and ethical decision-making principles. This program integrates management theory, leadership development, and organizational behavior to prepare graduates for high-impact leadership roles.

The Minor in Christian Ethics explores how biblical principles and moral decision-making intersect with leadership. Students will learn to integrate Christian values into business, non-profit, and governmental organizations, ensuring
ethical leadership and responsible decision-making.

Admissions Requirements

- Bachelor's degree in Business, Leadership, or a related field
- Minimum GPA of 3.0
- GRE or GMAT scores (if applicable)
- Statement of Purpose (1,000-1,500 words) outlining research interests and career goals
- Three letters of recommendation
- Academic writing sample
- Curriculum Vitae (CV) or resume
- Interview with faculty (if required)

Foundational Courses (30 Credit Hours)

Course Code	Course Name	Credit Hours
OL 201	Principles of Leadership and Management	3

OL 202	Organizational Behavior and Development	3
OL 203	Ethical Leadership and Corporate Responsibility	3
OL 204	Strategic Planning and Decision-Making	3
OL 205	Change Management and Innovation	3
OL 206	Conflict Resolution and Negotiation	3
OL 207	Workforce Motivation and Team Dynamics	3
OL 208	Leadership Communication and Influence	3
OL 209	Performance Management and Coaching	3
OL 210	Financial and Budgetary Decision-Making	3

Core Courses (24 Credit Hours)

Course Code	Course Name	Credit Hours
OL 601	Advanced Leadership Theory	3
OL 602	Organizational Strategy and Vision	3
OL 603	Cross-Cultural Leadership	3
OL 604	Human Capital Management	3
OL 605	Emotional Intelligence in Leadership	3
OL 606	Servant Leadership and Team Development	3
OL 607	Decision Making in Crisis and Uncertainty	3
OL 608	Capstone in Organizational Leadership	3

Minor in Christian Ethics (15 Credit Hours)

Course Code	Course Name	Credit Hours
CE 701	Christian Ethical Leadership	3

CE 702	Moral Decision-Making in Business	3
CE 703	Biblical Leadership Principles	3
CE 704	Faith-Based Organizational Ethics	3
CE 705	Christian Social Responsibility and Justice	3

Program Outcomes

• Develop expertise in ethical leadership, decision-making, and organizational management.

• Apply Christian ethical principles to business, government, and non-profit leadership roles.

• Lead change and innovation within organizations while maintaining integrity and ethical standards.

• Utilize strategic planning and performance management to drive organizational success.

Career Outcomes and Potential Pay Scale

Career Path	Average Salary (Annual)
Executive Leadership Coach	$95,000 - $180,000
Corporate Leadership Consultant	$90,000 - $160,000
Non-Profit Executive Director	$85,000 - $140,000
Organizational Development Manager	$80,000 - $135,000
Faith-Based Business Leader	$75,000 - $130,000

Practicum Requirement

The practicum for this program provides students with hands-on experience in leadership, ethical decision-making,
and organizational management. Students will work with businesses, faith-based organizations, or non-profits to
apply leadership principles in real-world environments.

Practicum Requirements:
• A minimum of 200 hours of supervised field experience.
• Submission of a comprehensive practicum report detailing experiences and learning outcomes.
• Participation in professional development workshops and seminars.
• Completion of a presentation summarizing fieldwork and key takeaways.

Master's Thesis Requirements

The Master's thesis is a critical component of the program, requiring students to conduct original research in organizational leadership.
The thesis must demonstrate a thorough understanding of foundational principles, research methodologies, and ethical considerations.

Students must complete the following steps:
• Develop a research proposal approved by faculty advisors.
• Conduct an in-depth literature review relevant to their topic.
• Collect and analyze data using appropriate methodologies.
• Write a comprehensive thesis (minimum 50 pages) following academic guidelines.
• Successfully defend their thesis before a faculty committee.

Advocacy in Organizational Leadership

Organizational leaders play a vital role in advocating for ethical leadership, corporate responsibility, and servant leadership.
Graduates of this program will be prepared to lead with integrity, implement fair business practices, and influence positive change
in the workplace.

Advocacy Goals:
• Promote ethical decision-making and integrity in leadership roles.
• Advocate for corporate social responsibility and business ethics.
• Support leadership development initiatives in faith-based and non-profit organizations.
• Influence policies that foster fairness, inclusion, and servant leadership.

Additional Elective Courses

Course Code	Course Name	Credit Hours
ELE 901	Transformational Leadership	3
ELE 902	Diversity, Equity, and Inclusion in Leadership	3
ELE 903	Leadership in Times of Crisis	3
ELE 904	Organizational Coaching and Mentorship	3
ELE 905	Corporate Governance and Board Leadership	3