Management (MGMT)

Management (MGMT) Courses

MGMT 5100 [0.5 credit]
Managing People and Organizations
Organizations and the relationships that define them. Theories, concepts and experiential exercises help students understand their own values, attitudes and goals and those of others how to motivate, communicate, teach and lead others; and how to apply these concepts to improving personal and organizational performance.
Includes: Experiential Learning Activity
Prerequisite(s): enrolment in the MBA program in the Sprott School of Business or permission of the School.

MGMT 5111 [0.25 credit]
Conflict and Negotiation
Conflict, negotiation and bargaining. The bargaining process, conflict handling and how to analyze, plan and implement successful negotiations. Management and labour objectives and strategies that lead to conflict.
Prerequisite(s): MGMT 5100.

MGMT 5112 [0.25 credit]
Power and Influence
The role of power and influence in organizations. Sources of power, the effectiveness of various influence tactics, the implications of powerlessness, types of empowerment, organizational politics and fostering constructive versus destructive political behaviour in organizations.
Prerequisite(s): MGMT 5100.

MGMT 5113 [0.25 credit]
Managing Teams
Factors affecting team performance. Team development, the impact of team size, team processes, organizational practices that support teams, potential team interventions and the unique challenges faced by virtual teams.
Prerequisite(s): MGMT 5100.

MGMT 5114 [0.25 credit]
Managing Diversity
Exploration of issues arising from diversity within organizations including the implications of cultural differences for motivation, communication, conflict and leadership. Identification of practices that facilitate the effective management of diversity.
Prerequisite(s): MGMT 5100.

MGMT 5115 [0.25 credit]
Leadership
Post-heroic leadership theories, with a practical emphasis on developing and honing leadership skills in practicing managers. A highly self-reflective course, requiring students to question and share their own leadership styles and situational antecedents.
Prerequisite(s): MGMT 5100.

MGMT 5116 [0.25 credit]
Managing Performance
Principles and techniques relating to the development, support, and evaluation of employee performance in organizations. Models of individual and organizational performance; identifying high performing employees; methods of measuring performance; employee development and incentive systems.
Prerequisite(s): MGMT 5100.

MGMT 5117 [0.25 credit]
Knowledge Management
Knowledge as a resource; methodologies for managing ongoing and future knowledge needs in businesses. As required knowledge is dispersed and developed throughout the globe, international dimensions of knowledge management.
Prerequisite(s): MGMT 5100.

MGMT 5120 [0.5 credit]
Fundamentals of Leading and Managing Organizational Change
How individuals, groups and organizations respond to change; overview of key change models and change strategy. At the micro level how individuals respond to change, how change should be managed, change management competencies and changing organizational culture.
Includes: Experiential Learning Activity
Prerequisite(s): MGMT 5100 and one of: a) A- in MGMT 5100, or b) enrolment in Management of Change concentration.

MGMT 5128 [0.25 credit]
Ethical Issues in Managing Arts and Culture Organizations
Ethical issues in the management and governance of arts and culture organizations including cultural appropriation, rights of production and reproduction, artistic ownership, and censorship.
Prerequisite(s): BUSI 5802.

MGMT 5129 [0.5 credit]
Managing the Arts
The challenges of managing arts organizations
with emphasis on the changing environment of arts
consumption and funding. The tensions arising from
blending artistic and aesthetic dimensions with functional
considerations when judging organizational and personal
issues form a continuing theme.
Also offered at the undergraduate level, with different
requirements, as BUSI 4129, for which additional credit is
precluded.