

# LEADERSHIP DEVELOPMENT

## Overview

Leadership Development Associate of Applied Science Degree

Program Code: 10-196-1

For more information: [wctc.edu/leadership-development](https://www.wctc.edu/leadership-development) (<https://www.wctc.edu/academics/programs-courses/programs/leadership-development/>)

This program is designed for new leaders and people aspiring to move into a leadership position. Leaders will gain additional skills to measure and improve quality, think critically, solve problems, organize and build work team relationships, and develop and maximize human resources.

The minimum required course grades and program grade point average (GPA) for students under this catalog are:

Core Courses = C

General Studies Courses = C

Program GPA = 2.0

**Build your degree along a career pathway.** Start with a couple of courses or an entry-level credential to enter the job market in your area of interest, then continue with higher credentials on your educational path for job advancement and higher wages.

## Career Pathway

1. Organizational Leadership 18
2. Leadership Development 60

Related Certificates that can be earned along the way.

- Excellence in Leadership Technical Certificate (<https://catalog.wctc.edu/programs/excellence-leadership/>)
- Change Management Technical Certificate (<https://catalog.wctc.edu/programs/change-management/>)

## Learning Outcomes

### Program Outcomes

1. Utilize quality strategies and tactics.
2. Apply effective leadership skills.
3. Apply Human Resource policies & procedures.
4. Perform supervisory management functions to achieve organizational objectives.

## Critical Life Skills

To help our students prepare for success in a workplace and society that is **increasingly global, multi-cultural, and collaborative**, all students are given opportunities to develop and demonstrate Critical Life Skills, both in and out of the classroom. The following Critical Life Skills are learning outcomes for WCTC students.

- **Communication:** Demonstrate appropriate communication.
- **Critical Thinking/Problem Solving:** Demonstrate critical thinking skills to analyze situations and solve problems.

- **Relationships:** Demonstrate effective interpersonal skills.
- **Self-management:** Demonstrate responsible and respectful behavior.

## Required Courses

Listed below are the required courses for the program. To view the recommended sequence for taking courses click on the plan of study tab(s) above. Work with your Academic Advisor to design a program plan!

View your **Program Matrix** to find out when each course will be offered (term and time of day).

Code	Title	Credits
<b>Core Courses</b>		
106-162	Introduction to Microsoft Word	1
Approved Substitute: 106-110		
106-163	Intro to Microsoft Excel	1
Approved Substitute: 106-110		
106-166	Business Presentation Software	1
Approved Substitute: 106-110		
196-123	Leading Change	3
196-124	Applications in Leadership	3
196-125	Management of Customer Service	3
196-130	Safety Management	3
196-135	Project Management	3
196-136	Risk Management	3
196-140	Managing People	3
Approved Substitute: 196-191		
196-142	Federal Labor Law	3
196-165	Employee Train and Develop	3
196-180	Organizational Development	3
196-190	Leadership Development	3
196-193	Human Resource Management	3
623-170	Intro to Continuous Improvement	3
Approved Substitutes: 623-130 OR 623-131		
<b>General Studies</b>		
801-136	English Composition 1	3
Approved Substitute: 801-223		
801-196	Oral/Interpersonal Comm	3
Approved Substitute: 801-198		
804-123	Math w Business Apps	3
Approved Substitutes: 804-107 OR 804-115 OR 804-116 OR 804-118 OR 804-195 OR 804-198 OR 804-211		
809-195	Economics	3
Approved Substitutes: 809-143 OR 809-287		
809-196	Intro to Sociology	3
809-199	Psychology of Human Relations	3
Approved Substitute: 809-198		
<b>Total Credits</b>		<b>60</b>

Full-time, Fall Start Plan

First Year		
Fall Term 1		Credits
196-140	Managing People	3
801-136	English Composition 1	3
Credits		6
Fall Term 2		
196-130	Safety Management	3
623-170	Intro to Continuous Improvment	3
Credits		6
Winter Interim		
106-162	Introduction to Microsoft Word <small>This course will run 4 weeks.</small>	1
Credits		1
Spring Term 1		
196-190	Leadership Development	3
804-123	Math w Business Apps	3
Credits		6
Spring Term 2		
196-123	Leading Change	3
196-124	Applications in Leadership	3
Credits		6
Second Year		
Summer Interim		
801-196	Oral/Interpersonal Comm	3
Credits		3
Summer Term		
106-166	Business Presentation Software <small>This course will run 4 weeks.</small>	1
196-135	Project Management	3
Credits		4
Fall Term 1		
196-125	Management of Customer Service	3
809-195	Economics	3
Credits		6
Fall Term 2		
196-136	Risk Management	3
196-193	Human Resource Management	3
Credits		6
Winter Interim		
106-163	Intro to Microsoft Excel <small>This course will run 4 weeks.</small>	1
Credits		1
Spring Term 1		
196-142	Federal Labor Law	3
809-196	Intro to Sociology	3
Credits		6
Spring Term 2		
196-165	Employee Train and Develop	3
809-199	Psychology of Human Relations	3
Credits		6

Third Year		
Summer Interim		
196-180	Organizational Development	3
Credits		3
Total Credits		60

Part-time, Fall Start Plan

Course	Title	Credits
First Year		
Fall Term 1		
801-136	English Composition 1	3
Credits		3
Fall Term 2		
196-193	Human Resource Management	3
Credits		3
Winter Interim		
106-162	Introduction to Microsoft Word	1
Credits		1
Spring Term 1		
196-140	Managing People	3
Credits		3
Spring Term 2		
196-165	Employee Train and Develop	3
Credits		3
Second Year		
Summer Term		
106-163	Intro to Microsoft Excel	1
Credits		1
Fall Term 1		
804-123	Math w Business Apps	3
Credits		3
Fall Term 2		
623-170	Intro to Continuous Improvment	3
Credits		3
Winter Interim		
106-166	Business Presentation Software	1
Credits		1
Spring Term 1		
196-190	Leadership Development	3
Credits		3
Spring Term 2		
196-136	Risk Management	3
Credits		3
Third Year		
Summer Term		
196-135	Project Management	3
Credits		3
Fall Term 1		
809-195	Economics	3
Credits		3

<b>Fall Term 2</b>		
196-125	Management of Customer Service	3
<b>Credits</b>		<b>3</b>
<b>Spring Term 1</b>		
196-142	Federal Labor Law	3
<b>Credits</b>		<b>3</b>
<b>Spring Term 2</b>		
196-123	Leading Change	3
<b>Credits</b>		<b>3</b>
<b>Fourth Year</b>		
<b>Summer Term</b>		
196-130	Safety Management	3
<b>Credits</b>		<b>3</b>
<b>Fall Term 1</b>		
809-199	Psychology of Human Relations	3
<b>Credits</b>		<b>3</b>
<b>Fall Term 2</b>		
809-196	Intro to Sociology	3
<b>Credits</b>		<b>3</b>
<b>Spring Term 1</b>		
801-196	Oral/Interpersonal Comm	3
<b>Credits</b>		<b>3</b>
<b>Spring Term 2</b>		
196-124	Applications in Leadership	3
<b>Credits</b>		<b>3</b>
<b>Fifth Year</b>		
<b>Summer Interim</b>		
196-180	Organizational Development	3
<b>Credits</b>		<b>3</b>
<b>Total Credits</b>		<b>60</b>

## Full-time, Spring Start Plan

<b>First Year</b>		
<b>Spring Term 1</b>		<b>Credits</b>
623-170	Intro to Continuous Improvement	3
801-136	English Composition 1	3
<b>Credits</b>		<b>6</b>
<b>Spring Term 2</b>		
196-193	Human Resource Management	3
809-199	Psychology of Human Relations	3
<b>Credits</b>		<b>6</b>
<b>Summer Term</b>		
106-162	Introduction to Microsoft Word <small>This course will run 4 weeks.</small>	1
196-135	Project Management	3
<b>Credits</b>		<b>4</b>
<b>Fall Term 1</b>		
196-125	Management of Customer Service	3
196-140	Managing People	3
<b>Credits</b>		<b>6</b>
<b>Fall Term 2</b>		
196-130	Safety Management	3

196-165	Employee Train and Develop	3
<b>Credits</b>		<b>6</b>
<b>Winter Interim</b>		
106-163	Intro to Microsoft Excel <small>This course will run 4 weeks.</small>	1
<b>Credits</b>		<b>1</b>
<b>Second Year</b>		
<b>Spring Term 1</b>		
196-142	Federal Labor Law	3
196-190	Leadership Development	3
<b>Credits</b>		<b>6</b>
<b>Spring Term 2</b>		
196-123	Leading Change	3
196-124	Applications in Leadership	3
<b>Credits</b>		<b>6</b>
<b>Summer Interim</b>		
196-180	Organizational Development	3
<b>Credits</b>		<b>3</b>
<b>Summer Term</b>		
809-196	Intro to Sociology	3
106-166	Business Presentation Software <small>This course will run 4 weeks.</small>	1
<b>Credits</b>		<b>4</b>
<b>Fall Term 1</b>		
804-123	Math w Business Apps	3
809-195	Economics	3
<b>Credits</b>		<b>6</b>
<b>Fall Term 2</b>		
196-136	Risk Management	3
801-196	Oral/Interpersonal Comm	3
<b>Credits</b>		<b>6</b>
<b>Total Credits</b>		<b>60</b>

## Part-time, Spring Start Plan

<b>First Year</b>		
<b>Spring Term 1</b>		<b>Credits</b>
801-136	English Composition 1	3
<b>Credits</b>		<b>3</b>
<b>Spring Term 2</b>		
196-193	Human Resource Management	3
<b>Credits</b>		<b>3</b>
<b>Summer Term</b>		
106-162	Introduction to Microsoft Word <small>This course will run 4 weeks.</small>	1
106-163	Intro to Microsoft Excel <small>This course will run 4 weeks.</small>	1
<b>Credits</b>		<b>2</b>
<b>Fall Term 1</b>		
196-140	Managing People	3
<b>Credits</b>		<b>3</b>

**Fall Term 2**

623-170	Intro to Continuous Improvment	3
<b>Credits</b>		<b>3</b>

**Second Year****Spring Term 1**

196-136	Risk Management	3
<b>Credits</b>		<b>3</b>

**Spring Term 2**

196-165	Employee Train and Develop	3
<b>Credits</b>		<b>3</b>

**Summer Term**

809-196	Intro to Sociology	3
<b>Credits</b>		<b>3</b>

**Fall Term 1**

809-195	Economics	3
<b>Credits</b>		<b>3</b>

**Fall Term 2**

196-125	Management of Customer Service	3
<b>Credits</b>		<b>3</b>

**Third Year****Spring Term 1**

196-190	Leadership Development	3
<b>Credits</b>		<b>3</b>

**Spring Term 2**

804-123	Math w Business Apps	3
<b>Credits</b>		<b>3</b>

**Summer Term**

106-166	Business Presentation Software <small>This course will run 4 weeks.</small>	1
196-135	Project Management	3
<b>Credits</b>		<b>4</b>

**Fall Term 1**

196-123	Leading Change	3
<b>Credits</b>		<b>3</b>

**Fall Term 2**

196-130	Safety Management	3
<b>Credits</b>		<b>3</b>

**Fourth Year****Spring Term 1**

196-142	Federal Labor Law	3
<b>Credits</b>		<b>3</b>

**Spring Term 2**

196-124	Applications in Leadership	3
<b>Credits</b>		<b>3</b>

**Summer Interim**

196-180	Organizational Development	3
<b>Credits</b>		<b>3</b>

**Fall Term 1**

801-196	Oral/Interpersonal Comm	3
<b>Credits</b>		<b>3</b>

**Fall Term 2**

809-199	Psychology of Human Relations	3
<b>Credits</b>		<b>3</b>
<b>Total Credits</b>		<b>60</b>

## Leadership Dev and HR, Fall Start

**First Year**

<b>Fall Term 1</b>		<b>Credits</b>
196-193	Human Resource Management	3
801-136	English Composition 1	3
<b>Credits</b>		<b>6</b>

**Fall Term 2**

196-123	Leading Change	3
196-190	Leadership Development	3
<b>Credits</b>		<b>6</b>

**Winter Interim**

106-162	Introduction to Microsoft Word	1
<b>Credits</b>		<b>1</b>

**Spring Term 1**

196-140	Managing People	3
623-170	Intro to Continuous Improvment	3
<b>Credits</b>		<b>6</b>

**Spring Term 2**

196-124	Applications in Leadership	3
801-196	Oral/Interpersonal Comm	3
<b>Credits</b>		<b>6</b>

**Second Year****Summer Interim**

196-128	Wellness & Benefit Plans	3
<b>Credits</b>		<b>3</b>

**Summer Term**

106-163	Intro to Microsoft Excel	1
809-172	Intro to Diversity Studies	3
<b>Credits</b>		<b>4</b>

**Fall Term 1**

196-127	Compensation and Benefits	3
196-129	Human Resource Technology	3
<b>Credits</b>		<b>6</b>

**Fall Term 2**

196-130	Safety Management	3
196-165	Employee Train and Develop	3
<b>Credits</b>		<b>6</b>

**Winter Interim**

809-195	Economics	3
<b>Credits</b>		<b>3</b>

**Spring Term 1**

196-125	Management of Customer Service	3
196-135	Project Management	3
<b>Credits</b>		<b>6</b>

**Spring Term 2**

196-164	Recruitment and Staffing	3
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804-123	Math w Business Apps	3
<b>Credits</b>		<b>6</b>
<b>Third Year</b>		
<b>Summer Interim</b>		
196-180	Organizational Development	3
<b>Credits</b>		<b>3</b>
<b>Summer Term</b>		
106-166	Business Presentation Software	1
809-199	Psychology of Human Relations	3
<b>Credits</b>		<b>4</b>
<b>Fall Term 1</b>		
196-142	Federal Labor Law	3
196-136	Risk Management	3
<b>Credits</b>		<b>6</b>
<b>Fall Term 2</b>		
196-196	Human Resources Capstone	3
809-196	Intro to Sociology	3
<b>Credits</b>		<b>6</b>
<b>Total Credits</b>		<b>78</b>

## Leadership Dev and HR, Spring Start

### First Year

<b>Spring Term 1</b>		<b>Credits</b>
196-190	Leadership Development	3
801-136	English Composition 1	3
<b>Credits</b>		<b>6</b>
<b>Spring Term 2</b>		
196-164	Recruitment and Staffing	3
196-193	Human Resource Management	3
<b>Credits</b>		<b>6</b>
<b>Summer Interim</b>		
106-162	Introduction to Microsoft Word	1
106-163	Intro to Microsoft Excel	1
<b>Credits</b>		<b>2</b>
<b>Summer Term</b>		
196-125	Management of Customer Service	3
801-196	Oral/Interpersonal Comm	3
<b>Credits</b>		<b>6</b>
<b>Fall Term 1</b>		
196-123	Leading Change	3
196-127	Compensation and Benefits	3
<b>Credits</b>		<b>6</b>
<b>Fall Term 2</b>		
196-128	Wellness & Benefit Plans	3
623-170	Intro to Continuous Improvment	3
<b>Credits</b>		<b>6</b>
<b>Second Year</b>		
<b>Spring Term 1</b>		
196-140	Managing People	3
196-142	Federal Labor Law	3
<b>Credits</b>		<b>6</b>

<b>Spring Term 2</b>		
196-124	Applications in Leadership	3
196-165	Employee Train and Develop	3
<b>Credits</b>		<b>6</b>
<b>Summer Interim</b>		
196-180	Organizational Development	3
<b>Credits</b>		<b>3</b>
<b>Summer Term</b>		
809-172	Intro to Diversity Studies	3
804-123	Math w Business Apps	3
<b>Credits</b>		<b>6</b>
<b>Fall Term 1</b>		
196-129	Human Resource Technology	3
196-136	Risk Management	3
<b>Credits</b>		<b>6</b>
<b>Fall Term 2</b>		
196-130	Safety Management	3
809-195	Economics	3
<b>Credits</b>		<b>6</b>
<b>Winter Interim</b>		
106-166	Business Presentation Software	1
<b>Credits</b>		<b>1</b>
<b>Third Year</b>		
<b>Spring Term 1</b>		
196-135	Project Management	3
809-199	Psychology of Human Relations	3
<b>Credits</b>		<b>6</b>
<b>Spring Term 2</b>		
196-196	Human Resources Capstone	3
809-196	Intro to Sociology	3
<b>Credits</b>		<b>6</b>
<b>Total Credits</b>		<b>78</b>