

Ojibwaawi

Bachelor of Arts in Leadership and Management

This program is designed to prepare leaders in the areas of businesses, organizations, and tribal governments. Once completed, students will have gained the necessary background to work successfully in various organizations. Students will also have an understanding of the principles of good and effective leadership practices and strategies. Holders of the degree are grounded in Ojibwe culture, history, values, and in leadership techniques and practices.

Admission Requirements

1. Students are required to have an Associate's degree in either Art, Science, or Applied Science with a minimum of 60 credits prior to applying for the BA Leadership and Management program.
2. At the time of application, students must have a minimum 2.5 accumulative G.P.A.
3. Students are required to fill out an admissions packet and participate in an interview as part of the application process.

Program Outcomes

1. Students will understand and assess best management and leadership practices that they can utilize in businesses, organizations, and tribal governments.
2. Students will evaluate the unique role that tribes and tribal governments have in the global business environment.
3. Students will construct an understanding of tribal knowledge and tribal government practices and apply that knowledge in an organizational environment.
4. Students will demonstrate leadership skills through professional, ethical, and legal standards of conduct in tribal governments and organizations.

Course Outline

The suggested sequence of courses is outlined below. Students will move as a cohort, completing the same courses together and graduating at the end four semesters with their Bachelor Degree in Leadership and Management. Students are highly encouraged to follow the sequence of courses in order to graduate within a two-year timeframe.

Fall: Junior Year

Introduction to Leadership, Theory, and Practice

Principles of Tribal Sovereignty

Grant Writing

Business Law

Professional Communications

Spring: Junior Year

Global Trends in Business

Organizational Leadership

Finance

Federal Indian Law

Tribal Leadership and Governance

Fall: Senior Year

Human Resource Management

Marketing Strategies

Leadership and Conflict Resolution

Small Business Management

Tribal Economic Issues and Development

Spring: Senior

Senior Seminar (2)

Internship in Leadership (10)

Course Descriptions:

- 3 credits **LEAD 320 Introduction to Leadership Theory:** This course will cover contemporary theories of leadership, current practices in leadership, and issues found in leadership. This course will also look at the history of leadership, with focus on Turtle Mountain traditional leadership practices, both past and present.
- 3 credits **LEAD 405 Business Finance:** Students will gain and understanding in finance theory and best practices in financial management. This course will also cover issues, strategies, and best practices in Tribal government finance.
- 3 credits **LEAD 360 Grant Writing:** This course will focus on technical skills needed in business writing and grant writing. Topics covered will include business proposals, grant writing, needs assessments, identifying potential funding sources, and technical writing skills. Grant writing as it pertains to tribal programs and grant processes will be an integral part of this course.
- 3 credits **LEAD 335 Business Law:** This course will emphasize the legal environment in business. Study will be given to legal cases related to business such as contracts, employee rights, federal laws, consumer laws, and copyrights and patents to interpret and analyze including tribal business laws.
- 3 credits **LEAD 400 Organizational Leadership:** This course is designed to apply basic leadership principals to organizational behavior in the workplace. This course will cover tribal organizational leadership as it pertains to tribal governments, programs, and entities.
- 3 credits **LEAD 425 Global Trends in Business:** This course is designed to give students insight into global leadership practices. The history of global leadership will be studied as well as how leadership concepts are applied in a modern, complex, global environment. The interaction between global business and tribal governments, entities, and individual tribal businesses will also be examined.
- 3 credits **LEAD 330 Professional Communications:** The focus of this course will be on developing professional communication skills. Attention will be given to different communication styles, multicultural communication, and developing skills to enhance verbal and written communication for leaders. The traditional and current communication styles of tribal leaders in various capacities, both past and present, will also be evaluated.
- 3 credits **LEAD 343 Principles of Tribal Sovereignty:** This course will cover the principle aspects of tribal sovereignty in relation to political, economic, and government issues and laws.
- 3 credits **LEAD 332 Federal Indian Law:** This course will evaluate the laws that regulate Indian Country, tribal, state, and federal government relationships and the unique

status of tribes. Focus will be on the Turtle Mountain Band of Chippewa tribe, treaties, and current issues regarding state and federal relationships.

- 3 credits **LEAD 440 Tribal Leadership and Governance:** This course will look at the organizational management and its related theories. These theories will be applied to tribal governance along with traditional leadership models and theories.
- 3 credits **LEAD 460 Human Resource Management:** This course is designed to provide students with an understanding of the overall function of human resources in an organization. Emphasis will be on hiring processes, employee rights, maximizing employee performance, and employee evaluations. Tribal employee laws, regulations, and rights will be analyzed.
- 3 credits **LEAD 461 Leadership and Conflict Resolution:** This course will explore how leadership techniques and best practices can be utilized to negate conflict in the workplace. Skills and strategies to deescalate conflict within an organization, and tribal policies and strategies in conflict resolution will also be studied.
- 3 credits **LEAD 451 Small Business Management:** This course is designed to help prepare students for the role of managing a small business. Issues that affect small business and feasibility will be evaluated. The unique challenges of tribal members owning business in rural areas and their interactions within the community and global marketplace will be examined.
- 3 credits **LEAD 455 Tribal Economic Issues and Development:** This course will study the past, present, and future economic issues that affect tribal communities. Strategies for economic development, and leadership in economic development will also be studied.
- 3 credits **LEAD 410 Marketing Strategies:** This course will cover strategies that help organizations be competitive in a global and digital world. Topics such as value-driven marketing, relationship marketing, and customers and target markets will be evaluated. Marketing resources used in tribal programs and businesses will be discussed along with socioeconomic factors that affect marketing strategies.
- 2 credits **LEAD 498 Senior Seminar:** This Senior Seminar will focus on skills needed to be successful leaders in the workplace. Topics covered include workplace diversity, communication skills, leadership skills, and personal reflection/discussion of workplace issues.
- 10 credits **LEAD 499 Internship in Leadership:** course is designed to integrate professional practice, theory, and ethical standards within a supervised leadership setting. In this course, students will apply the knowledge and skills acquired through coursework and previous experience to day-to-day management duties. Placement areas include various tribal government programs, tribal entities, tribal programs, and local business entities.

Outcome	Developing	Reinforcement of Skill	Mastery/Proficiency
Students will understand and assess best management and leadership practices that they can utilize in businesses, organizations, and tribal governments.	LEAD 302, LEAD 330, LEAD 320, LEAD 360, LEAD 400	LEAD 410, LEAD 451, LEAD 461, LEAD 460, LEAD 440, LEAD 405	LEAD 499, LEAD 498
Students will evaluate the unique role that tribes and tribal governments have in the global business environment.	LEAD 320, LEAD 360, LEAD 335, LEAD 400, LEAD 343	LEAD 455, LEAD 451, LEAD 440, LEAD 332, LEAD 405, LEAD 425	LEAD 499, LEAD 498
Students will construct an understanding of tribal knowledge and tribal government practices and apply that knowledge in an organizational environment.	LEAD 320, LEAD 335, LEAD 400, LEAD 343	LEAD 410, LEAD 455, LEAD 451, LEAD 461, LEAD 460, LEAD 440, LEAD 332, LEAD 425	LEAD 499, LEAD 498
Students will demonstrate leadership skills through professional, ethical, and legal standards of conduct in tribal governments and organizations.	LEAD 330, LEAD 335, LEAD 343	LEAD 461, LEAD 460, LEAD 332	LEAD 499, LEAD 498