Semester I

MHR 3110 Personal Leadership Development (6 Weeks—3 semester hours)
In this course students, as adult learners, are provided with an opportunity to develop intrapersonal leadership qualities, a necessary prerequisite to leading and serving others. The Myers-Briggs Type Indicator (MBTI) is used to help learners understand personality differences, leadership styles, and learning styles and how to use that information in their new role as a student and in their personal and professional lives. Learners will recognize how to connect their styles and strengths to key leadership practices that personify servant leadership, an outcome that will facilitate a personal sense of calling and vocation in their lives.

MHR 3030 Group and Organizational Behavior (6 Weeks—3 semester hours)
In this course students will study group behavior and how group functioning affects organizational effectiveness. Emphasis is placed on decision making and productive group management in order for students to determine which tasks are best handled by groups or individuals.

MHR 4410 Systems Management (6 Weeks—3 semester hours)
This course is designed to create innovative system thinkers and system managers. Students will analyze the basic managerial functions of setting objectives, planning, organizing, directing and controlling; while also making connections regarding how the individual roles of management affect the entire system. Theoretical foundations, models for design, and the analysis of organizational processes and human behavior in organizations are examined. The process of innovation and the introduction of quality tools are also explored in this course.

MHR 4525 Action Research Project, Part I (3 semester hours)
In this course students will appraise a real life situation and learn how to analyze and apply problem analysis methods to identify a problem. Students will complete a paper that lays the foundation for solving the problem by describing the setting, history and background, scope, and significance of the problem, as well as explore possible ways to solve the problem. Students will also be able to identify and review research related to a problem.

Semester II

MHR 3055 Conflict and Change Management (6 Weeks—3 semester hours)
Students will understand the challenges, techniques, and problems associated with initiating and implementing changes within organizations. Specifically, students will understand the roles and stakes of all entities involved. Given that conflict often accompanies change, the course will also examine sources of conflict and identify effective resolution and negotiation techniques.

MHR 3005 Biblical Perspectives and the Christian Worldview (6 Weeks—3 semester hours)
This course reflects TNU’s commitment, as a Christian liberal arts university, to nurturing an appreciation for Scripture as the basis for creative personal faith and human life in the modern world. It is designed to foster knowledge and understanding of the literature and history of the Bible and to integrate faith, learning, and living.
MHR 3010 Effective Interpersonal Relations (6 Weeks—3 semester hours)
In this course students will investigate communication and relationships in a productive work environment. Effectiveness in personal and social relationships is also covered through readings and exercises reviewing nonverbal communication, constructive feedback, dealing with anger and resolving conflict. Students develop a model for effective relationships. Students are also given instruction in public speaking in preparation for their first Project Thesis oral presentation.

MHR 4526 Action Research Project, Part II (3 semester hours)
This course is based on the foundation supplied in semester one of the program in relation to problem analysis, research, written analysis and the initial selection and development of a research project. In this course students will continue to develop their action research project and its implementation.

Semester III

MHR 4420 Human Resources Management (6 Weeks—3 semester hours)
Students analyze the policies and procedures of managing human resources such as job analysis, recruitment, selection, training, performance appraisal, compensation, and employee rights (discipline, OSHA, and unionization). Special attention is given to Equal Employment Opportunity.

MHR 4510 Ethics: Personal and Professional (6 Weeks—3 semester hours)
In this capstone course students will formulate a philosophy of life, providing a foundation for such concerns as ethics in business, accountability in government, respect for human rights, and a responsible lifestyle in the contemporary world. Ethical theories and personal values are examined through readings, analysis of the workplace, international relations, and classroom discussion.

MHR 4430 Principles of Management and Supervision (6 Weeks—3 semester hours)
In this course students will examine research-based management and leadership principles in this comprehensive capstone course. Students are asked to analyze and synthesize concepts and skills to which they have been exposed throughout the MHR program. Students examine motivational theories, the situational leadership theory, and servant leadership principles in relation to their application in organizational settings and in light of a Christian worldview. The course concludes with students articulating their personal philosophy of management and leadership through a comprehensive final assessment.

MHR 4527 Action Research Project, Part III (3 semester hours)
In this course students complete the implementation, reporting, and evaluation of their action research project. A final formal presentation of the project and its outcomes is made before relevant stakeholders in the project.