

# Organization and Innovation Management

The Department of Management helps students become good decision makers and managers. If you are interested in being a leader in a specific industry or starting your own company, the Organization and Innovation Management Concentration may be right for you.

## What Do Managers Do?

Managers are dynamic individuals who are responsible for projects, teams, and processes. They coordinate, strategize, plan, evaluate, and motivate. They are commonly responsible for overseeing a budget and the activities of others to ensure that an organization's goals and objectives are the focus of employee activities. Managers are employed in every industry. It is essential that a manager learn and master key knowledge, skills, and abilities in a given industry. For example, managers in retail usually work the floor in a retail environment to learn about the merchandise, the customer, the sales process, and how to merchandise the company's products and/or services. After mastering the basics, an individual will become a manager and lead others to perform in the same capacity. Effective managers handle conflict, create good working environments for employees, and care for the human resources of an organization.

## Potential Careers in Management

- Account Management
- Analyst
- Business Manager
- Client Services
- Consultant
- Customer Service
- Events Planner
- Entrepreneur
- Executive Assistant
- Human Resources Manager
- Logistics/Distribution Manager
- Negotiator
- Operations Manager
- Project Manager
- Recruiter
- Retail Manager
- Small Business Owner
- Supply Manager
- Team Leader
- Trainer/Facilitator

## Common Characteristics and Skills of Successful Management Students and Professionals

- Strong written communication skills
- Strong analytic and planning skills
- Strong verbal communication skills, including listening
- Highly organized; detail oriented
- Effective presentation skills
- Appreciates diversity and differences in people
- Persuasion and negotiation skills
- Flexible presentation approach/style based on audience
- Exercises ethical behavior at the highest level and employs good judgment; makes sound decisions
- Self-starter, works without close supervision; takes initiative
- Works well with others in team environments
- Effective in motivating others; diplomatic

## Tips for Researching Management Occupations

- Shadow a manager for a day
- Search the web for job profiles and position descriptions
- Talk to alumni of the Management program
- Take an online assessment (see the Career Center website)
- Talk with a career counselor
- Know yourself and what type of work you enjoy
- Get involved with a club/organization
- Attend Career Fairs; ask about the tasks of managers



This tool provides the specific regulations as a way to illustrate how the curriculum works. However, there is no substitute for working with an academic advisor; please visit with your advisor each semester as they can help you understand how the curriculum can be tailored to meet your individual needs.

ORGANIZATION AND INNOVATION MANAGEMENT CONCENTRATION - RECOMMENDED COURSE SEQUENCE			
FRESHMAN	SOPHOMORE	JUNIOR	SENIOR
All-University Core Curriculum (AUCC) 31 Credits			
Arts and Humanities (3B) Biological and Physical Sci. w/lab (3A) CO150 (1A) ECON202 (3C) MATH141 (1B)	Biological and Physical Sciences (3A) ECON204 (3C) Historical Perspectives (3D) STAT204	Students MUST complete CO150 and MATH141 by the time they complete 60 credits to avoid a registration hold.	Diversity and Global Awareness (3E)
Business Core 35 Credits			
BUS100, BUS201, CIS200	ACT210, ACT220, BUS220 (3B), BUS300 (2)	BUS260, MGT301, MGT320	BUS479, FIN300, MKT300
Organization and Innovation Management Courses 21 Credits			
		MGT310, MGT340, 1 OIM Group 1	4 OIM Group 2s
Electives 33 Credits (minimum of 3 elective credits must be upper-division, 300+ level)			
9 Credits of Electives	6 Credits of Electives	12 Credits of Electives	6 Credits of Electives

ORGANIZATION AND INNOVATION MANAGEMENT COURSES (21 CREDITS)				
	COURSE	TITLE	PREREQUISITE(S)*	SEMESTER(S) OFFERED**
REQUIRED	MGT310	Human Resource Management	None	fall, spring
	MGT340	Fundamentals of Entrepreneurship	None	fall, spring
OIM GROUP 1 CHOOSE 1	MGT410	Leadership and Organizational Behavior	MGT320	fall, spring
	MGT411	Leading High Performance Teams	MGT320	fall, spring
OIM GROUP 2 CHOOSE 4  (MAY INCLUDE UNUSED COURSE FROM ABOVE)	MGT330	Creativity, Innovation, and Value Creation	None	fall, spring
	MGT350	Employment Relations: The Legal Environment	None	fall, spring
	MGT360	Social and Sustainable Venturing	None	spring
	MGT376	Advanced Service & Manufacturing Operations	MGT301	fall, spring
	MGT410	Leadership and Organizational Behavior	MGT320	fall, spring
	MGT411	Leading High Performance Teams	MGT320	fall, spring
	MGT420	New Venture Creation	MGT340	fall
	MGT468	Negotiating Globally	MGT320	spring (odd years)
	MGT475	International Business Management	FIN300, MGT320, MKT300	fall, spring
MGT476	Negotiation and Conflict Management	MGT320	fall, spring	

\* Courses may be restricted to specific class levels, use the Course Schedule/registration system (via Ram Web) to view restrictions.

\*\* Terms listed are when the College of Business anticipates each course will be offered and should be utilized with the guidance of your academic advisor for future planning purposes. Courses may be offered in terms different than those listed. You should always use the Course Schedule/registration system (via Ram Web) to view the most up-to-date course offerings.