

# Management Courses

## Management

**MGMT                      305                      Principles of Management                      (4)**

This course explores two areas of management: strategy and organizational behavior. In this course, students will examine the primary components of the strategic planning process which include mission statements, industry and company analysis, as well as competitor analysis. Students will also focus on the organizational behavior skills for strategic decisions and implementation. These topics will include decision making, communication, teamwork, leadership, and organizational change. Examples and cases will focus on global companies.

**MGMT                      309                      Operations Management                      (3)**

At its most basic level, Operations Management is the transformation of inputs into goods and services. Along the transformation, there are a variety of factors that must be taken into account including the design of the process, the quality of the materials and the process, the supply chain, the management of materials, and a variety of other issues. Throughout this course, we will investigate the transformation process and how firms can successfully incorporate operations management as part of the corporate strategy. As part of the course, we will see how operations management plays a role within the firm. We will also cover a number of quantitative tools useful in an operations setting. Lastly, it is expected that by the end of the semester, students will have a better understanding of why, regardless of the business discipline you choose, understanding a firm's operations is critical to overall business knowledge.

**MGMT                      310                      The Entrepreneurial Mindset                      (2)**

Entrepreneurs are different. They think differently; they measure performance differently than do managers of established businesses. This course will introduce you to how entrepreneurs think in the face of radical uncertainty; how they set goals, measure progress, and learn from failure and setbacks. You will learn what motivates entrepreneurs. Here's a hint: It's not money. You will also be introduced to the dynamic entrepreneurial startup community in Salt Lake City.

**MGMT                      311                      Business Model Development                      (2)**

Going from an idea for a new business to its actual startup is a process. In this course you will learn a repeatable process for turning an idea into a viable business. You will repeatedly test your burgeoning idea in the marketplace through a process known as customer discovery. You will learn how to design and build a minimal viable product as quickly and inexpensively as possible. You will learn to articulate your business model through oral pitches, by producing a promotional video, and by writing a business plan and executive summary.

**MGMT                      400                      Global Business Strategy                      (4)**

Effective management and marketing of international business begins with understanding intercultural relations. The main purpose of this course is to understand cross cultural communication, develop marketing strategies and tactics for global markets and develop strategic management plans to manage employees and other resources in global markets.

**MGMT                      401                      Directed Studies                      (1-4)**

A tutorial-based course used only for student-initiated proposals for intensive individual study of topics not otherwise offered in the Management program. Requires junior or senior standing and consent of instructor and division chair. This course is repeatable for credit.

**MGMT                      411                      Managing Growth                      (2)**

Launching a new venture requires special ways of thinking and acting, as you learned in other courses in this minor. But, with those, you have just begun. Leading a start-up through a period of rapid growth requires a highly developed set of skills. In this course, you will learn the leadership skills, the financial discipline, the recruiting and hiring practices, and the performance management practices you must develop in order to successfully navigate this stage of growth of a startup.

**MGMT 412 Special Topics in Management (1-4)**

This series of courses explores threats and opportunities related to legislative, cultural, economic, and technological considerations in business today and their impact on current and long-term decisions. Prerequisites vary with course content.

**MGMT 412II Lectures in Entrepreneurship (2)**

This course brings successful entrepreneurs from the community into the classroom. Each entrepreneur will discuss critical issues relevant to his or her business: developing the idea, validating the concept, planning the venture, raising funds, building a team, launching the company, sales and marketing, customer service, growing the business, and the keys to success. Students will relate the key principles taught by each entrepreneur to research and theory they've learned in other courses, and then apply what they've learned to the creation of new ventures. Course may be repeated for credit.

**MGMT 433 Organizational Behavior (4)**

This course explores the theories and develops the skill sets related to organizational behavior. The material focuses on 3 areas: understanding the individual, understanding teams, and understanding organizations as a whole social system.

**MGMT 450 Advanced Strategic Planning (4)**

This course examines how firms gain a sustainable competitive advantage. Fundamentally the course addresses three core questions: 1. What determines the overall profitability of a business? 2. Why do some companies fail, while others succeed? 3. What, if anything, can managers do about it? The course demonstrates that for firms to be successful, the strategy must permeate all departments and functional areas. As such, this course integrates knowledge and skills gained from studies in the functional areas of business (e.g., marketing, organizational behavior, finance, accounting). The course also focuses on corporate strategy – how firms create value with multiple business units. These issues will help students understand and cope with issues they will face in the business world. Students acquire tools, insights, frameworks, and experience that will aid them in helping organizations achieve success. (WCore: SC)

**MGMT 460 Organizational Change and Advanced Management (4)**

A comprehensive look at the change process in organizations. This course is an extension of strategic management concepts with the focus on the implementation of strategy rather than the formulation of strategy. The emphasis is on developing an understanding of the basic change model instead of focusing on multiple models. This approach demands a systems perspective and the assumption that change is continuous. In addition, characteristics of successful and unsuccessful change are discussed. The overall objective of the course is to develop an understanding of the complexity of managing organizational change.