# Master of Science Administration – Organizational Management

The MSA-OM cultivates leaders of public, private, and nonprofit organizations by developing leadership and management competencies, which enable leaders to influence and effect positive values, attitudes, and behaviors, to align organizational culture with the vision and strategic mission of the organization. Effective and sustainable organizational leaders possess self-awareness, self-mastery, interpersonal influence, critical thinking, and problem solving. The MSA-OM serves emerging and experienced leaders in public, private, and nonprofit sectors.

Positive Leadership Impacts Organizations

### Leadership is a series of practices

* Developing relationships
* Establishing networks
* Motivating subordinates
* Negotiating and managing conflict
* Making decisions
* Continuous learning

### Management is a sequence of related functions to thriving organization

Administration (Management) in Practice, Fayol

* *Forecasting and Planning* – for opportunity and growth
* *Organizing* – structure and logistics
* *Coordinating* – knowledge, information, and resources
* *Commanding* – promoting the goals and mission
* *Controlling* – assessing and evaluating

### Five Fields of Specialization

The MSA-OM graduates distinguish themselves as leaders with applied knowledge and skills in key DC Metro area career fields.

* Federal Program Management
  + Program director, management analyst, program analyst, contract manager, procurement specialist, project manager
* Human Resources Management
  + Human resources manager, recruitment manager, talent management, compensation manager, claims supervisor, benefits administrator, compliance manager
* Nonprofit Management
  + Grants manager, fundraising director, association manager, community manager, collaboration manager, donor development, outreach coordinator
* Organizational Development
  + Organizational development director, project architect, director of change management, lead change agent, development strategist
  + Focus on developing emerging leaders
* Public and Community Healthcare Management
  + Community health director, health outreach coordinator, health education specialist, health intervention coordinator, program evaluator, public health analyst, public health advocate, quality improvement director

### Common Certifications

MSA-OM graduates emphasize their unique talents by earning advanced certifications.

* Project Management Institute (PMI) – PMP (Project Manager Professional), PgMP (Program Manager Professional)
* National Contract Manager's Association (NCMA) - Certified Federal Contract Manager (CFCM), Certified Project Contract Manager (CPCM)
* Association of Government Accountants (AGA) – Certified Government Financial Manager (CGFM)
* Society of Human Resource Management (SHRM) - SHRM-CP (Certified Professional), SHRM-SCP (Senior Certified Professional)
* Human Resources Certification Institute (HRCI) – PHR (Professional Human Resources), SPHR (Senior Professional Human Resources)