

# Professional Development Courses

## Spring and Summer 2019



The College of Business at Hawai'i Pacific University is excited to introduce an extensive array of courses, offered in Spring and Summer 2019, to meet continuing education and professional development goals. The courses below can be completed independently or as a part of a certificate (if applicable) or degree program. These courses are helpful to working adults who would like to expand their education without pursuing an advanced degree, degree-seeking students who would like to compliment their area of study, and individuals who have obtained a graduate degree and wish to return for additional professional development.

## Spring 2019

### Accounting – Accounting for Managers, ACCT 6000

An examination of the application of financial and managerial accounting principles to the process of planning and controlling activities of an ongoing enterprise. Budgeting is examined as a means for implementing and communicating the planning process. Integration of cost accounting, capital budgeting, and management by objectives into the planning function are studied. **Offered downtown, January 14 – May 5. Prerequisite may be waived for those with relevant professional experience.**

### Economics – Economics for Business, ECON 6000

Microeconomic and macroeconomic issues relevant to business managers. The course provides the tools necessary for efficient business decision-making and for an understanding of the economic environment in which business enterprises must operate. Topics include market structures, pricing strategies, cost analysis, monetary and fiscal policies, and the open economy. **Offered ONLINE, March 11 – May 5. Prerequisite may be waived for those with relevant professional experience.**

### Finance – Financial Management and Strategy, FIN 6000

The planning, acquisition, use, and management of the resources needed by a business concern. The course examines asset management, capital structure, portfolio management, and risk analysis. Investment decision theory and practice are studied, and quantitative methods for financial analysis are reviewed. **Offered ONLINE, January 7 – March 3. Prerequisite may be waived for those with relevant professional experience.**

### Finance – Portfolio Management, FIN 6310

A course that affords students the opportunity to actively select and manage investment portfolios that have varying objectives. Techniques for evaluating stocks, bonds, and options are discussed and used in the selection of these portfolios. Students are challenged to understand and evaluate the complexities of a dynamic investment environment in which competition is keen and performance the goal. **Offered downtown, January 14 – May 5. Prerequisite may be waived for those with relevant professional experience.**

### Human Resources – Compensation Management, HR 6420

This is a survey course in which students explore the contemporary issues and challenges facing compensation managers. Changes in legislation are considered, along with behavioral science theories, social and human factors, and economics. Students investigate the compensation management decision-making process and the impact of these decisions on stakeholder constituencies. **Offered downtown, January 14 – May 5. Prerequisite may be waived for those with relevant professional experience.**

### Human Resources – Collective Bargaining and Labor Relations, HR 6470

This course examines the processes by which employees unionize their workplaces and provides practice in the labor negotiation process. Through case studies and simulated collective bargaining exercises, students will build their knowledge of, and skills in, labor negotiations. **Offered downtown, January 14 – May 5. Prerequisite may be waived for those with relevant professional experience.**

### Information Systems – Information Systems Management, IS 6005

The course covers several broad areas: key IS and IT systems concepts; aligning technology strategy with business strategy; strategic management models; commonly used metrics for evaluating the performance, feasibility, and financial value of existing and emerging IS and IT solutions; professional, legal, and ethical issues as they relate to information technology. **Offered downtown, January 14 – May 5**

### Information Systems – Modern Methods in Project Management, IS 6020

This course combines the study of traditional project management topics with modern methods of software support. Students will study the planning, scheduling, operational management, and evaluation phases of project management. Particular

emphasis is placed on detecting and accommodating discrepancies between planned and actual task accomplishment. The course intends that students become proficient in the use of project management software to support PERT, Critical Path Analysis, and Resource Management. **Offered ONLINE, March 11 – May 5.**

#### **Information Systems – Business Analytics, IS 6040**

This course combines the study of traditional project management topics with modern methods of software support. Students will study the planning, scheduling, operational management, and evaluation phases of project management. Particular emphasis is placed on detecting and accommodating discrepancies between planned and actual task accomplishment. The course intends that students become proficient in the use of project management software to support PERT, Critical Path Analysis, and Resource Management. **Offered downtown, January 14 – May 5.**

#### **Management – The Regulatory and Ethical Environment of Business, MGMT 6020**

This course focuses on ethical responsibilities of managers and how the legal environment impacts business decisions. Topics include regulations within the functional areas of risk management internally and externally. It covers contemporary cases such as local and international current issues that offer a foundation in ethical thought. **Offered ONLINE, March 11 – May 5.**

#### **Management – National Culture and Comparative Management, MGMT 6330**

Societal settings, including culture, influence and the various management and organizational forms and processes. Theories are presented that explain different approaches in topics such as corporate governance, **Offered downtown, January 14 – May 5**

#### **Management – Global Markets in Transition, MGMT 6350**

International business opportunities arise in many different parts of the world. This course focuses on an emerging global market that is important for business. The analysis includes looking at patterns of trade and foreign direct investment, market size and consumption patterns, cultural preferences, the influence of government, legal systems, etc **Offered ONLINE, January 14 – May 5**

#### **Management – Global Competition and Strategy, MGMT 6360**

By examining a variety of businesses in both advanced and developing economies, this course probes the ultimate determinants of a nation's or region's productivity, rooted in the strategies and operating practices of locally-based firms, the vitality of clusters, and the quality of the business environment in which competition takes place. **Offered ONLINE, March 11 – May 5**

#### **Marketing – Marketing Strategy for Managers, MKTG 6000**

A marketing systems course using the case-study method, designed to provide a comprehensive orientation to both marketing theory and practice. Various contemporary problems and solutions in marketing are covered from the perspective of the marketing manager. Major units of study include: the marketing mix; the legal environment; pricing strategy; research and analysis; the marketing information system; product/service promotion; distribution channels; consumer behavior; and strategy implementation. **Offered downtown, January 14 – May 5.**

#### **Marketing – Strategic Brand Management, MKTG 6200**

This course examines the product management process from the perspective of the brand manager. It covers the strategic product decisions which must be made in the areas of: (1) the development and introduction of new products/brands—from the idea of commercialization; (2) the marketing of existing brands, with emphasis on building, managing, and leveraging brand equity; and (3) the marketing of product modifications, product line extensions, brand extensions, and product deletions. **Offered downtown, January 14 – May 5. Prerequisite may be waived for those with relevant professional experience.**

#### **Organizational Change – Organizational Change and Development, OC 6440**

OC 6440 is the foundation for all MA/OC and Professional Certificate in OCD courses. Students first learn the basic nature of human culture and organizational change. Then the practice of OCD is studied within larger holistic and comparative contexts for global and local change. Discussions and assignments are designed to assist the student in differentiating between change and adaptation. Change and development initiatives in governments, communities, and corporations are discussed. **Offered ONLINE, March 11 – May 5**

#### **Organizational Change – Change Leadership Models and Methods, OC 6443**

This course presents a globally relevant perspective for understanding the dynamics of change leadership. Issues such as power, stakeholders, and conflict are discussed via case studies. Students learn how their own worldviews, values, and personal behaviors can influence their effectiveness as leaders in different social and organizational contexts. Self-reflection is balanced with group and organizational understanding to analyze the appropriateness and utility of various models and methods for leading change. **Offered downtown, January 14 – May 5.**

#### **Organizational Change – Innovations and Creativity, OC 6444**

Innovation and creativity are critical aspects of organizational change and development in contemporary societies. This course explores the significance of innovation and creativity to the human experience. Relationships among creativity, change, and

innovation are discussed within a multidisciplinary perspective. Practical methods for creating innovation in organization and group processes are illustrated via cases and simulations. **Offered downtown, January 14 – May 5.**

### **Organizational Change – Consulting and Group Process Facilitation, OC 6447**

Participants in this integrative seminar will learn approaches for creating change interventions in organizational settings. Group process, facilitation methods, dealing with stakeholders' resistance, aligning power systems, and organizational design will be among the issues to be discussed. Learning will be enhanced by cases, simulations, and experiential assignments. **Offered ONLINE, January 7 – March 3**

## **Summer 2019**

### **Accounting – Accounting for Managers, ACCT 6000**

An examination of the application of financial and managerial accounting principles to the process of planning and controlling activities of an ongoing enterprise. Budgeting is examined as a means for implementing and communicating the planning process. Integration of cost accounting, capital budgeting, and management by objectives into the planning function are studied. **Offered downtown, May 13 – July 7. \*Meets 2x per week in this accelerated term. Prerequisite may be waived for those with relevant professional experience**

### **Management – Foundations of Teamwork and Leadership, MGMT 6000**

This course examines essential aspects of group dynamics and their impact on how teams function. Situations causing conflict in groups and the hidden dynamics preventing teams from functioning effectively are examined and solutions to overcome these problems are discussed. Additionally, the seminar surveys various leadership styles, exploring characteristics, effectiveness and appropriateness of each for different environments and situations. **Offered ONLINE, May 13 – July 7.**

### **Management Science – Decision Models for Managers, MS 6000**

This course introduces multivariate data analysis, forecasting and Management Science techniques as they are applied to managerial decision making. Applications will be drawn from the production, service and planning context as well as distribution and transportation to demonstrate how optimization and simulation models can improve the performance of an organization. **Offered ONLINE, May 13 – July 7. Prerequisite may be waived for those with relevant professional experience.**

### **Organizational Change – Innovations and Creativity, OC 6444**

Innovation and creativity are critical aspects of organizational change and development in contemporary societies. This course explores the significance of innovation and creativity to the human experience. Relationships among creativity, change, and innovation are discussed within a multidisciplinary perspective. Practical methods for creating innovation in organization and group processes are illustrated via cases and simulations. **Offered ONLINE, May 13 – July 7**

**To inquire about registration, please contact:**

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