

BCom Specialist in Management – Leadership in Organizations Concentration

Students pursuing the Specialist in Management may choose to concentrate in one of five areas (maximum of two): **International Business, Leadership in Organizations, Marketing, Strategy, or Innovation and Entrepreneurship**. *Note that students do not have to pursue such a concentration and may continue to pursue the BCom with a **Specialist in Management** as outlined in the Arts & Science Calendar.* The requirements for each of the concentrations are explained separately. In all cases, students must fulfill all of the requirements for the Specialist in Management, in addition to the requirements for the concentration. Generally speaking, each concentration requires the completion of a specified set of RSM and non-RSM courses from the Faculty of Arts & Science.

Upon graduation, students may apply to Rotman Commerce to receive a certificate confirming that all of the requirements for their chosen concentration have been completed. Note that only the Management Specialist – not the concentration – will be noted on the student’s official transcript. The degree granted will be the BCom.

Leadership in Organizations Concentration: Course Requirements and Guidance

Important: Any courses taken towards satisfying the **MANDATORY** portions in each concentration of the Specialist in Management **must have a final grade** - the [Credit/No Credit option](#) may not be used.

1. Complete all of the requirements for the *Specialist in Management* as specified in the Arts & Science Calendar.
2. Complete **2.5 FCEs** worth of RSM courses to fulfill both requirements indicated below.

RSM Courses	
1.0 FCE of Required OB/HR Courses:	Complete 1.5 FCEs From: (Excluding any courses already taken to fulfill the OB/HR requirement)
RSM361H Human Resource Management RSM461H Managerial Negotiations RSM462H Managing People in the Context of Globalization RSM463H The Socially Intelligent Manager (<i>Not offered in 2016-17</i>) RSM464H Organization Theory and Its Applications RSM465H Understanding Motivation and Incentives: Theory and Practice	RSM315H Leading Across Differences RSM340H The Opposable Mind: Approaches to Integrative Thinking RSM341H Foundations of Integrative Thinking RSM361H Human Resource Management RSM415H The CEO’s Toolkit RSM418H Catastrophic Failure in Organizations RSM450H Marketing and Behavioural Economics RSM461H Managerial Negotiations RSM462H Managing People in the Context of Globalization RSM463H The Socially Intelligent Manager (<i>Not offered in 2016-17</i>) RSM464H Organization Theory and Its Applications RSM465H Understanding Motivation and Incentives: Theory and Practice RSM466H (formerly RSM419H) Environmental and Social Responsibility

3. Complete **one** communication skills course as indicated below.

Communication Skills Courses ^
<p>Complete One Course From:</p> <p>INI302H Writing in Business and the Professions for Rotman Commerce students ENG100H Effective Writing ENG110Y Narrative ENG205H Rhetoric TRN190Y Critical Reading and Critical Writing INI103H Writing Essays INI104H Writing Reports INI203Y Foundations of Written Discourse INI204Y The Academic Writing Process INI304H Critical Thinking and Inquiry in Written Communication</p> <p><i>^ Note: University-level courses are required. Transfer credits granted as a result of high school studies cannot be used to fulfill this requirement.</i></p>

Guidance for Selecting Arts & Science Courses – OPTIONAL

The foundational disciplines for the study of organizational behavior and effective leadership in organizations are traditionally considered to be psychology and sociology. In addition, careful thinking about ethics is a critical component of preparing yourself to be a responsible citizen and leader. We strongly recommend that you take at least two half-courses or the equivalent in psychology or sociology, as well as at least one half-course in ethics. Particular courses of interest include the following. However, you should not feel constrained by this list. Students who find that they are especially interested in either psychology or sociology may find that pursuing a minor in one of these fields is an excellent complement to their BCom specialist.

Please note that not all courses are offered each year. Please check the respective Department’s website for the list of courses offered each year.

Courses in Psychology	
<p>PSY100H Introductory Psychology PSY201H Statistics I PSY220H Introduction to Social Psychology PSY230H Personality and Its Transformations PSY270H Introduction to Cognitive Psychology PSY320H Social Psychology: Attitudes PSY321H Cross-Cultural Psychology PSY322H Intergroup Relations PSY326H Social Cognition PSY331H Social Psychology of Emotion</p>	<p>PSY337H Advanced Personality Psychology PSY370H Thinking and Reasoning PSY372H Human Memory PSY378H Engineering Psychology PSY389H Perception Laboratory PSY414H Moral Development PSY473H Social Cognitive Neuroscience PSY492H Neurobiology of Learning and Memory PSY493H Cognitive Neuroscience</p>
Courses in Sociology	
<p>SOC101Y Introduction to Sociology SOC200H Logic of Social Inquiry SOC201H Classical Sociological Theory I – Community & Religion SOC202H Quantitative Analysis in Social Science Research SOC203H Classical Sociological Theory II – Inequality & Authority SOC207H Sociology of Work & Occupations SOC210H Ethnicity in Social Organization</p>	<p>SOC278Y Introduction to Social Policy SOC302H Qualitative Analysis in Social Science Research SOC304H Status Attainment SOC306Y Sociology of Crime and Delinquency SOC317Y Industrial Sociology SOC330Y Comparative Ethnic Relations SOC336H Immigration and Race Relations in Canada SOC360Y Sociology of Cultural Studies SOC370Y Sociology of Labour</p>

<p>SOC212H Sociology of Crime & Deviance SOC215H Socialization SOC220H Social Inequality in Canada SOC260H Fundamentals of Political Sociology</p>	<p>SOC375Y Sociology of Organizations SOC381Y Culture and Social Structure SOC385H Social Ecology SOC448H Sociology & Emotions SOC483H Culture and Cognition</p>
<p>Courses in Ethics</p>	
<p>PHL275H Introduction To Ethics PHL295H Business Ethics POL200Y Political Theory: Visions of the Just/Good Society</p>	<p>TRN170Y Ethics and the Creative Imagination TRN171Y Ethics and the Public Sphere TRN303H Ethics and Society</p>