

## 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)
<b>RSM361H</b> Human Resource Management <b>RSM461H</b> Managerial Negotiations <b>RSM462H</b> Managing People in the Context of Globalization <b>RSM463H</b> The Socially Intelligent Manager ( <i>Not offered in 2017-18</i> ) <b>RSM464H</b> Organization Theory and Its Applications <b>RSM465H</b> Understanding Motivation and Incentives: Theory and Practice	<b>RSM340H</b> The Opposable Mind: Approaches to Integrative Thinking <b>RSM341H</b> Model-Based Decision Making <b>RSM361H</b> Human Resource Management <b>RSM362H</b> (formerly RSM315H) Leading Across Differences <b>RSM405H</b> (formerly RSM415H) The CEO’s Toolkit <b>RSM450H</b> Marketing and Behavioural Economics <b>RSM461H</b> Managerial Negotiations <b>RSM462H</b> Managing People in the Context of Globalization <b>RSM463H</b> The Socially Intelligent Manager ( <i>Not offered in 2017-18</i> ) <b>RSM464H</b> Organization Theory and Its Applications <b>RSM465H</b> Understanding Motivation and Incentives: Theory and Practice <b>RSM466H</b> (formerly RSM419H) Environmental and Social Responsibility <b>RSM496H</b> (formerly RSM418H) Catastrophic Failure in Organizations

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

Communication Skills Courses ^
<b>Complete One Course From:</b>
<b>INI302H</b> Writing in Business and the Professions for Rotman Commerce students <b>ENG100H</b> Effective Writing <b>ENG110Y</b> Narrative <b>ENG205H</b> Rhetoric <b>TRN190Y</b> Critical Reading and Critical Writing <b>INI103H</b> Writing Essays <b>INI104H</b> Writing Reports <b>INI203Y</b> Foundations of Written Discourse <b>INI204Y</b> The Academic Writing Process <b>INI304H</b> Critical Thinking and Inquiry in Written Communication
<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>

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

<p><b>SOC207H</b> Sociology of Work &amp; Occupations  <b>SOC210H</b> Ethnicity in Social Organization  <b>SOC212H</b> Sociology of Crime &amp; Deviance  <b>SOC215H</b> Socialization  <b>SOC220H</b> Social Inequality in Canada  <b>SOC260H</b> Fundamentals of Political Sociology</p>	<p><b>SOC370Y</b> Sociology of Labour  <b>SOC375Y</b> Sociology of Organizations  <b>SOC381Y</b> Culture and Social Structure  <b>SOC385H</b> Social Ecology  <b>SOC448H</b> Sociology &amp; Emotions  <b>SOC483H</b> Culture and Cognition</p>
<b>Courses in Ethics</b>	
<p><b>PHL275H</b> Introduction To Ethics  <b>PHL295H</b> Business Ethics  <b>POL200Y</b> Political Theory: Visions of the Just/Good Society</p>	<p><b>TRN170Y</b> Ethics and the Creative Imagination  <b>TRN171Y</b> Ethics and the Public Sphere  <b>TRN303H</b> Ethics and Society</p>