The following are short summary descriptions of the courses that will be included in the program of study leading to an MA in Social-Organizational Psychology for the cohort of military officers in the Eisenhower Leader Development Program (ELDP). These courses will be taught by USMA faculty at West Point.

1. Organizational Culture and Socialization (LD 700) - LD700 is a graduate seminar in organization socialization and culture with an emphasis on the sociology of cadets. This course is specifically designed as a hands-on, experiential opportunity for students in a professional role applying knowledge in a professional school setting. The first part of the course examines the process by which the culture is transmitted to newcomers in an organization—the micro level of analysis. Students will understand the process of (re)socialization from both a theoretical and applied perspective. As the foundation literature piece for our analysis of socialization, we study the classic work by Erving Goffman, Asylums. In part two, the concept and theory of Organizational Culture are presented. This is a theoretical perspective of organizations that explains functions and conflict in the organizational culture especially contexts that are created and reinforced by leaders in the organization—the mezzo level of analysis. Students will be surprised to learn how powerfully culture affects organizations. The primary source guiding our thinking at the mezzo level of analysis is Joanne Martin’s Organizational Culture: Mapping the Terrain.

2. West Point, the Army, and the American Military Experience (LD 720) - The course examines the history of West Point and the U.S. Army in the context of the American military experience. LD720 focuses on the history of West Point as an institution in the 20th Century primarily through text; however, the course meets in a different venue on campus for each lesson. West Point’s architecture, art, chapels, cemetery, museum, memorials, and geography serve as vehicles to understand the institution outside of the classroom. For students seeking a graduate degree in organizational psychology, this course provides the historical context for one organization.

3. Cross-Cultural Leadership (LD 730) - Course explores the effects of culture on leadership at the organization through global region level. Cultural differences across nations are explored using nine comparable cultural dimensions while simultaneously examining how these same cultures differ internally based on race, gender, religion, and other factors. Through an understanding of cross-cultural differences, leaders enhance their abilities to understand, predict and influence behaviors across different cultural contexts. Students complete three cross-cultural experiences and analyze these cultures using the GLOBE study cultural dimensions and culturally based implicit leadership theories. Course Objective is: LD730 graduates can effectively assess culture, understand its influence on individuals, organizations, and societies and are effective leaders across diverse cultural contexts.
4. **Leader Development (LD 740)** - The course focuses on the broad domain of leader development. In short, it concentrates on how leaders in organizations can develop others to realize their potential. Growing other people's talents helps leaders to accomplish the mission and improve their organizations. LD740 builds upon ORLJ 5005 (which examined leadership and leadership theory from a variety of perspectives). The course seeks to integrate much of the theoretical work associated with constructs related to organizations, leadership, and adult development in order to provide a more complete understanding of how leaders are nurtured (and influenced).