

MANAGEMENT (MGMT)

MGMT*1000 Introduction to Business Fall Only (LEC: 4) [1.00]

This course is intended for B.Comm. students in semester one. It provides students with an understanding of the evolution of forms of business organization and their role in social and economic development. The main focus is on current economic, social and environmental issues that impact business organizations and which, in turn, are impacted by business decisions. Ethical considerations and the concept of sustainability are essential components. Students develop oral and written communication skills in small seminar groups.

Restriction(s): CME*1000, MGMT*2150. Registration in BCOM and fewer than 7.50 credits.

Department(s): Department of Management

Location(s): Guelph

MGMT*1100 Business Career Preparation Fall and Winter (LEC: 1) [0.00]

This course will help students develop professional self-marketing materials to be competitive in the job market as a business school graduate. Throughout this course, students will explore how to market their unique skills and experience in industry settings. Specifically, this course will cover equity, diversity and inclusion in the workplace, career identity, personal branding, creating self-marketing documents such as a professional resume, cover letter and LinkedIn profile, interview skills, and networking techniques. Students will also have the opportunity to engage with employers and alumni to establish their professional networks.

Prerequisite(s): 4.00 credits

Restriction(s): COOP*1100. Restricted to students in BCOM. This is a Priority Access Course. Enrolment may be restricted to particular majors during certain periods.

Department(s): Dean's Office, Gordon S. Lang School of Business and Economics

Location(s): Guelph

MGMT*1200 Principles of Management Winter Only (LEC: 3) [0.50]

This course provides an overview of the role of managers in the modern organization. Students will learn about the history of management theory and will examine in depth the major management functions of planning, leading, organizing and controlling. The concepts of management ethics and sustainability are also introduced.

Offering(s): Also offered through Distance Education format.

Prerequisite(s): MGMT*1000

Department(s): Department of Management

Location(s): Guelph

MGMT*2150 Introduction to Canadian Business Management Summer, Fall, and Winter (LEC: 3) [0.50]

This is an introductory course in the fundamentals of business management in Canada. Students will be exposed to the basic functions of business and management. This course will also cover small business and entrepreneurship, forms of business ownership, competing in the global business environment and the economic and political realities of business in Canada today. Note: Students registered in the B.Comm program are required to select MGMT*1000 Introduction to Business.

Offering(s): Also offered through Distance Education format.

Equate(s): HTM*2150

Restriction(s): MGMT*1000. Not available to students in the BCOMM program. **Department(s):** School of Hospitality, Food and Tourism Management

Location(s): Guelph

MGMT*2190 Justice, Equity, Diversity and Inclusion in the Workplace Summer, Fall, and Winter (LEC: 3) [0.50]

Managing and leading in a global, diverse world requires specialized knowledge and skills. In this course students develop a theoretical and applied understanding of justice, equity, diversity and inclusion (JEDI) in the workplace from a leadership and followership perspective. Leveraging scholarly and community knowledge, students examine and discuss contemporary events in organizations and leadership through personal reflection, facilitated discussions and a final group presentation. This course explores how management and leadership uniquely relates to and impacts different populations (e.g., disability, gender, race, sexuality, age, etc.) and fosters opportunities for students to learn how to engage with human diversity in their future roles.

Prerequisite(s): HROB*2090

Restriction(s): Restricted to students in the BComm program.

Department(s): Department of Management

Location(s): Guelph

MGMT*2260 Introduction to International Business Fall Only (LEC: 3) [0.50]

This course provides an overview of the strategic factors shaping international business. Students will examine fundamental theories, concepts and practices of managing business in a global setting. The course will include an exploration of multiculturalism, diversity, and cultural perspectives in the conduct of international business.

Offering(s): Also offered through Distance Education format.

Prerequisite(s): MGMT*1000 or MGMT*2150

Department(s): Department of Management

Location(s): Guelph

MGMT*2500 Fundamentals of Entrepreneurship Fall Only (LEC: 3) [0.50]

Students in this course will learn the theoretical concepts of entrepreneurship, use a variety of tools and frameworks to assess market opportunities and learn creative problem-solving techniques. Weekly topics will discuss resourcing and marketing of a startup, elements of customer discovery, risk assessment and ethics when developing a potential new venture.

Offering(s): Also offered through Distance Education format.

Prerequisite(s): MGMT*1000 or MGMT*2150

Restriction(s): This is a Priority Access Course. Enrolment may be restricted to particular programs or specializations or semester levels during certain periods. See the department for more information.

Department(s): Department of Management

Location(s): Guelph

MGMT*3020 Principles of Responsible Organizations Summer, Fall, and Winter (LEC: 3) [0.50]

This course provides students an opportunity to examine a comprehensive range of topics and issues related to business and sustainability and aims to explore the implications of changing stakeholder expectations, and opportunities for organizational sustainable value creation. Key topics will include corporate social responsibility theories and frameworks, global issues and role of business in society, socially responsible investing, green consumption, firm competitive advantage, reputation, corporate governance and ethics, regulation and social/environmental reporting.

Offering(s): Also offered through Distance Education format.

Prerequisite(s): 9.00 credits

Restriction(s): This is a Priority Access Course. Some restrictions may apply during some time periods. Please contact the department for more information.

Department(s): Department of Management

Location(s): Guelph

MGMT*3030 Managerial Communications and Team Leadership Winter Only (LEC: 3) [0.50]

This course is designed to enhance managerial skills in interpersonal communication (both oral and written), team leadership and meeting facilitation through an intensive seminar experience. The content of the seminars are based on a review of the 'great books' of leadership and management. Students will collectively select, review, discuss and debate the texts, and upon successful completion of the course will have further developed their skills in critical enquiry, consultation, evaluation, presentation, facilitation and leadership

Prerequisite(s): 12.50 credits.

Restriction(s): Restricted to students in BCOMM Minimum of 70% cumulative average. Instructor consent required.

Department(s): Department of Management

Location(s): Guelph

MGMT*3140 Business Analytics Summer and Fall (LEC: 3) [0.50]

Business analytics is an evidence-based approach to management decision-making using analytic tools to transform data into insight. This course will combine student's existing math / statistics skills and business knowledge with modern analytic tools (spreadsheets and other applications) in order to develop a toolkit of analysis tools for solving a variety of business problems. Topics include data management and transformation, visualization, optimization, simulation, and regression. Descriptive, predictive, and prescriptive analytics will be covered.

Offering(s): Also offered through Distance Education format.

Prerequisite(s): 9.00 credits including (1 of MATH*1030, MATH*1080, MATH*1200) (1 of ECON*2740, PSYC*1010, STAT*2040, STAT*2060)

Restriction(s): Restricted to students in BCOM, Minor in BDA and BAH.EURS_EBS. This is a Priority Access Course. Enrolment may be restricted to particular programs or specializations. See department for more information.

Department(s): Department of Management

Location(s): Guelph

MGMT*3200 Negotiation and Conflict Management Fall Only (LEC: 3) [0.50]

This course teaches students about negotiation theory in addition to practical strategies and styles that can improve their conflict management and negotiation skills. The course covers conflict management from a variety of perspectives, including as first party and as third party skills.

Offering(s): Also offered through Distance Education format.

Prerequisite(s): HROB*2290, MGMT*1200

Department(s): Department of Management

Location(s): Guelph

MGMT*3300 Project Management Fall and Winter (LEC: 3) [0.50]

This course provides students with an understanding of the concepts, principles, and practices for project management with special focus on planning, controlling, and managing projects to success. The course also emphasizes the techniques most frequently used in the context of both internal and external organizational roles of a project manager.

Offering(s): Also offered through Distance Education format.

Prerequisite(s): 4.00 credits.

Restriction(s): This is a Priority Access Course. Enrolment may be restricted to particular programs or specializations. See department for more information.

Department(s): Department of Management

Location(s): Guelph

MGMT*3320 Financial Management Summer, Fall, and Winter (LEC: 3) [0.50]

The viewpoint taken in the course is that of the senior financial officer of a business firm. The focus is on the management of cash, accounts receivable, inventory and short and intermediate term liabilities.

Emphasis is placed on the analysis and forecasting of financial statements, and financial modeling for planning and controlling the growth of the business enterprise.

Offering(s): Also offered through Distance Education format.

Prerequisite(s): ACCT*2230 or HTM*3070

Restriction(s): Registration in BCOMM or BA.EURS area of emphasis in European Business Studies.

Department(s): Department of Management

Location(s): Guelph

MGMT*3400 Current Topics in Management Summer, Fall, and Winter [0.50]

This course provides a lecture, discussion or seminar program on a selected topic or current issue in management. The specific topic of the course will be identified on an ad hoc basis as contemporary issues and topics in management arise.

Restriction(s): BUS*4250, HTM*4200. Restricted to students in BCOMM and BAH.EURS_EBS. This is a Priority Access Course. See department for more information.

Department(s): Department of Management

Location(s): Guelph

MGMT*3500 Design Thinking Fall Only (LEC: 3) [0.50]

Using principles of Design Thinking, students in this course will work effectively in teams to critically analyze industry-specific problems to thoughtfully develop solutions to industry problems. Students will engage in critical thinking and self-reflection to examine relevant issues from a variety of perspectives and will be required to present proposed solutions in a meaningful and impactful way.

Prerequisite(s): MGMT*2500

Restriction(s): This is a Priority Access Course. Enrolment may be restricted to particular programs or specializations or semester levels during certain periods. See the department for more information.

Department(s): Department of Management

Location(s): Guelph

MGMT*4000 Strategic Management Summer, Fall, and Winter (LEC: 3) [0.50]

Strategic management is a synthesis of the principles of business management with emphasis upon the formation of business decisions and policies. The purpose of this course is to enable the student to draw on analytical tools and factual knowledge from other courses in analyzing comprehensive business problems and establishing viable plans and methods to implement the developed plans of action.

Offering(s): Also offered through Distance Education format.

Prerequisite(s): MGMT*3320, [1 of (ECON*2560 or FIN*2000), ECON*3460, ECON*3560], (1 of FARE*3310, HTM*3120, REAL*3890)

Restriction(s): BUS*4250, HTM*4200. Restricted to students in BCOMM and BAH.EURS_EBS. This is a Priority Access Course. See department for more information.

Department(s): Department of Management

Location(s): Guelph

MGMT*4020 Interdisciplinary Food Product Development I Fall Only (LEC: 3, LAB: 3) [0.50]

This is an interdisciplinary course that involves management, food science and human health and nutrition majors. This course requires interdisciplinary teams of students to develop new food products, services and business ventures for the agricultural and food industries. Processes include analyzing, planning, coordinating and implementing information required for the conception, promotion and distribution of new food products and marketing ideas designed to create and maintain beneficial exchanges between food and agricultural industries while meeting the expectations and demands of consumers and the economy.

Prerequisite(s): 14.00 credits, minimum 70% cumulative average

Restriction(s): FOOD*4260. Students in BCOMM, BSC.FOOD and BSC.NANS majors. Instructor consent required.

Department(s): Department of Marketing and Consumer Studies

Location(s): Guelph

MGMT*4030 Interdisciplinary Food Product Development II Winter Only (LEC: 3, LAB: 3) [0.50]

This is an interdisciplinary food product development course that involves management, food science and human health and nutrition majors. This course requires interdisciplinary teams of students to develop new food products, services and business ventures for the agricultural and food industries. Processes include analyzing, planning, coordinating and implementing information required for the conception, promotion and distribution of new food products and marketing ideas designed to create and maintain beneficial exchanges between food and agricultural industries while meeting the expectations and demands of consumers and the economy.

Prerequisite(s): MGMT*4020, minimum 70% cumulative average

Restriction(s): FOOD*4270. Students in BCOMM, BSC.FOOD and BSC.NANS majors. Instructor consent required.

Department(s): Department of Marketing and Consumer Studies

Location(s): Guelph

MGMT*4040 Advanced Topics in Management Winter Only (LEC: 3) [0.50]

This advanced topics course provides a lecture-discussion or seminar program on a selected topic or issue in management. The specific topics covered in this course may change on an annual basis. The course topics will be announced prior to the course selection process.

Offering(s): Also offered through Distance Education format.

Prerequisite(s): 12.00 credits including MGMT*1200

Department(s): Department of Management

Location(s): Guelph

MGMT*4050 Business Consulting Fall and Winter (LEC: 3) [0.50]

This course will provide students with an experiential learning opportunity where they will engage with a local firm to learn how to complete a successful consulting project. Topics covered in this course include scope development, work planning, primary and secondary research, analysis, recommendation and communicating with clients. Guest speakers will be invited to explain the consulting process and key success factors for managing client relationships.

Prerequisite(s): 10.00 credits including (1 of MCS*1000, MGMT*1000, MGMT*2150)

Restriction(s): Minimum 70% cumulative average. Instructor consent required.

Department(s): Department of Marketing and Consumer Studies

Location(s): Guelph

MGMT*4060 Business Consulting Fall and Winter (LEC: 3) [0.50]

This course will provide students with an experiential learning opportunity where they will engage with a local firm to learn how to complete a successful consulting project. Topics covered in this course include scope development, work planning, primary and secondary research, analysis, recommendation and communicating with clients. Guest speakers will be invited to explain the consulting process and key success factors for managing client relationships.

Prerequisite(s): 10.00 credits including (1 of MCS*1000, MGMT*1000, MGMT*2150)

Restriction(s): Minimum 70% cumulative average. Instructor consent required.

Department(s): Department of Marketing and Consumer Studies

Location(s): Guelph

MGMT*4100 Management Decision Making Fall Only (LEC: 3) [0.50]

This course is designed to improve decision-making skills and will examine the process of decision-making, taking into account complexity, risk and outcomes, and the impact of decisions on people, the community and the organization. The course also considers the role of rationality/non-rationality in decision-making and examine how uncertainty and ambiguity may influence managerial perceptions of choices and risks.

Offering(s): Also offered through Distance Education format.

Prerequisite(s): MGMT*3140, MGMT*3200

Department(s): Department of Management

Location(s): Guelph

MGMT*4140 Advanced Business Analytics Fall Only (LEC: 3) [0.50]

This course builds on the theory-driven Business Analytics foundations of earlier courses by introducing students to data-driven (i.e., machine learning) analytics approaches to business data and decision making. Topics include data gathering and cleaning, clustering and classification techniques, and dimensionality reduction. Beyond the use of leading-edge analysis tools, a full systems lifecycle approach will be utilized in this course.

Prerequisite(s): ECON*3740, MGMT*3140, (CIS*1300 or CIS*1500)

Restriction(s): This is a Priority Access Course. Restricted to students in the Minor in Business Data Analytics.

Department(s): Department of Management

Location(s): Guelph

MGMT*4200 Management Capstone Winter Only (LEC: 3) [0.50]

This course examines management from a strategic perspective, focusing on how organizations can achieve competitive advantage through leveraging their resources. Students will be challenged to integrate their knowledge of management theories to develop strategic solutions to organizational issues.

Offering(s): Also offered through Distance Education format.

Prerequisite(s): HROB*3100, MGMT*3200

Equate(s): HROB*4000

Department(s): Department of Management

Location(s): Guelph

MGMT*4260 International Business Winter Only (LEC: 3) [0.50]

This course covers international business and deals with the strategic and functional areas of management in the international business environment. This course examines the factors that shape strategic management outside a firm's domestic markets. It uses a mix of readings, lectures, case studies, individual and group projects.

Prerequisite(s): 14.50 credits including MGMT*2260

Restriction(s): This is a Priority Access Course. Enrolment may be restricted to particular programs or specializations. See department for more information.

Department(s): Department of Management

Location(s): Guelph

MGMT*4300 Advanced Project Management Winter Only (LEC: 3) [0.50]

This course builds on the Project Management foundations by introducing coverage of advanced topics in project scheduling, risk and quality management, and cost control as well as providing comprehensive knowledge of scheduling and other project management tools. Through a capstone project management simulation activity, this course also addresses the many issues associated with the delivery of complex projects.

Prerequisite(s): HROB*2010, HROB*3100, MGMT*3300

Restriction(s): This is a Priority Access Course. Restricted to students in the Minor in Project.

Department(s): Department of Management

Location(s): Guelph

MGMT*4350 Business Case Competition Preparation Fall Only (LEC: 3) [0.50]

This course will focus on the critical analysis of current business practices through the use of case studies to develop integrative decision-making, negotiation and presentation skills. Strategy formulation and implementation will be investigated in the context of complex business case competitions.

Prerequisite(s): 9.50 credits,

Restriction(s): Restricted to students in BCOMM Minimum of 70% cumulative average. Instructor consent required.

Department(s): Department of Management

Location(s): Guelph

MGMT*4500 Advanced Entrepreneurship Winter Only (LEC: 3) [0.50]

This course builds on the Fundamentals of Entrepreneurship and Design Thinking courses by introducing advanced topics in entrepreneurship, business planning and new venture creation. At the end of this course, a successful student will be able to develop a financial assessment of a new venture, develop a business plan and prepare a comprehensive presentation and communication plan.

Prerequisite(s): 15.00 credits including list of required Entrepreneurship Minor courses.

Restriction(s): Restricted to students in the Minor in Entrepreneurship.

Department(s): Department of Management

Location(s): Guelph

MGMT*4991 Management Thesis Summer, Fall, and Winter (LEC: 3) [0.50]

This course is the first part of the two-semester course MGMT*4991/2. This two semester course represents the production of an undergraduate thesis in any management discipline. The thesis is an independent research project under the direct supervision of an individual faculty member. The research topic will be chosen in consultation with a faculty advisor, and will normally reflect the student's major in the Bachelor of Commerce program. A departmental registration form must be obtained from the course coordinator and signed by the faculty advisor before students can be admitted into the course. This two-semester course is offered over any two consecutive semesters, with MGMT*4991 in the first semester and MGMT*4992 in the second semester. A grade will not be assigned in MGMT*4991 until MGMT*4992 has been completed.

Prerequisite(s): 14.00 credits

Restriction(s): Restricted to students in BCOMM Minimum of 70% cumulative average. Instructor consent required.

Department(s): Dean's Office, Gordon S. Lang School of Business and Economics, Department of Economics and Finance, Department of Food, Agricultural and Resource Economics, Department of Management, Department of Marketing and Consumer Studies, School of Hospitality, Food and Tourism Management

Location(s): Guelph

MGMT*4992 Management Thesis Summer, Fall, and Winter (LEC: 3) [0.50]

This course is the second part of the two-semester course MGMT*4991/2. This two semester course represents the production of an undergraduate thesis in any management discipline. The thesis is an independent research project under the direct supervision of an individual faculty member. The research topic will be chosen in consultation with a faculty advisor, and will normally reflect the student's major in the Bachelor of Commerce program. A departmental registration form must be obtained from the course coordinator and signed by the faculty advisor before students can be admitted into the course. This two-semester course is offered over any two consecutive semesters, with MGMT*4991 in the first semester and MGMT*4992 in the second semester. A grade will not be assigned in MGMT*4991 until MGMT*4992 has been completed.

Prerequisite(s): 14.00 credits, MGMT*4991

Restriction(s): Restricted to students in BCOMM Minimum of 70% cumulative average. Instructor consent required.

Department(s): Dean's Office, Gordon S. Lang School of Business and Economics, Department of Economics and Finance, Department of Food, Agricultural and Resource Economics, Department of Management, Department of Marketing and Consumer Studies, School of Hospitality, Food and Tourism Management

Location(s): Guelph