

Master of Business Administration (MBA) with a Concentration in Coaching and Leadership

Master of Business Administration (MBA)

To meet the growing demand in today's business world for highly trained professionals at the graduate level across a wide range of specializations, Broward International University offers multiple concentrations within its MBA program, enabling students to choose from different sets of elective courses to tailor their studies and achieve their specific career goals.

The available academic concentrations have been selected based on current workforce demand and designed to equip students to take on specialized responsibilities within those concentrations. The MBA program includes 24 semester credits of foundational business coursework (core courses), plus 12 semester credits of specialized courses that uniquely define the selected concentration. Please note that concentrations are not listed on the diploma awarded, but they will appear clearly on the student's academic transcript. The standard MBA and the MBA concentrations currently available are described below.

Program Objective

The objective of the Master of Business Administration (MBA) program, under the administrative oversight of the School of Business, is to deliver a well-balanced blend of broad theoretical preparation in core business areas and practical instruction drawn from the real-world business experience of our faculty, helping students better understand the challenges businesses face in a globalized environment. This combination equips students with the essential business skills needed to lead and manage organizations successfully.

Program Description

The MBA program is a graduate-level business academic program designed to serve students with a strong academic background and professional experience. The MBA is intended for working professionals seeking a rigorous, well-rounded business education through a core curriculum focused on building a set of conceptual and practical skills across essential business areas, including Accounting, Finance, Marketing, Leadership, and Management.

MBA with a concentration in Coaching and Leadership

The Coaching and Leadership concentration, an option within the Master of Business Administration (MBA) program, was thoughtfully designed to further strengthen

essential business training already built into the MBA, giving students the skills, the knowledge, and the best practices needed to succeed in this wide-ranging discipline. In addition, this concentration focuses on specific topics such as the breadth of settings where this profession can open the door to highly rewarding careers; the International Coaching Federation (ICF) Code of Ethics; the benefits of Coaching; the impact of Coaching on the Mentoring process, the Neuro-Linguistic Programming (NLP) and how it provides a toolkit that can be key to successfully achieving the goals set through Coaching, the understanding of how Coaching can help leaders make decisions aligned with core values and supportive of building a harmonious, productive relationship with their followers; and the Coaching models and techniques used to assess work teams and individuals, which are applied to support team development so members collaborate effectively to achieve their organizations' goals.

With these considerations in mind, this concentration is designed for students whose interests and career goals focus on pursuing opportunities as independent consultants or within business organizations seeking leaders who can develop their workforce—their most important resource.

Course Methodology

Our learning methodology is flexible, adaptable to all learning styles, fully online, and delivered through a blend of live sessions and asynchronous group and individual activities that are strongly grounded in case studies. All live sessions are recorded and made available for students to replay (even if they weren't able to attend), giving the program a high degree of flexibility.

Our faculty—all holding doctoral degrees and deeply connected to industry—teach theory through real-world case studies from companies and institutions, where students apply what they've learned. The blend of asynchronous discussion forums and live chats makes it possible not only to build a problem-solving mindset, but also to bring learning to life within the volatile, uncertain, complex, and ambiguous environments of the Fourth Industrial Revolution that we are navigating as a society.

These spaces for dialogue and exchange foster an active-learning approach and strong synergy with fellow study peers that leads to the development of soft skills in building professional connections (networking) that are invaluable, strengthening our professional profile with a network of peers who hold master's degrees and with whom we have developed a trusted professional bond. As a result, our graduate students build their learning through real-life cases, with solid theoretical foundations, in a flexible online setting—developing soft skills and integrating a network of professionals who will support them throughout their careers.

	Nombre del curso	Código	Créditos
1° Periodo Académico	Advanced Management Theory and Practice	BUS6032	3
	Managerial Accounting	BUS6012	3
2° Periodo Académico	Leadership and Organizational Behavior	BUS6021	3
	Managerial Finance	BUS6022	3
3° Periodo Académico	Introduction to Coaching (*)	BCL6031	3
	Communication Strategies and Neurolinguistic Approaches (*)	BCL6032	3
4° Periodo Académico	Coaching-Oriented Leadership (*)	BCL6041	3
	Research Methodology	BUS6052	3
5° Periodo Académico	Information Systems and Technology Manager	BUS6051	3
	Team Coaching (*)	BCL6042	3
6° Periodo Académico	Operations and Project Management	BUS6061	3
	Thesis	BUS6062	3

(*) Courses replacing the set of Concentration courses related to the standard MBA.



BUS6032 - Advanced Management Theory and Practice: This course builds advanced business management skills, strengthening students' ability to assess organizational situations, make strategic decisions, and apply management principles across a range of settings. It covers the core functions of management and how they connect to value creation, efficiency, and achieving organizational goals. In addition, students use management concepts and tools to address business scenarios and take on the challenges of a global, digital environment.

BUS6012 - Managerial Accounting: This course explores how accounting information is used for planning, control, and special decision-making. It covers how managers use internal accounting data to oversee the operations of both business and nonbusiness organizations. It focuses on managers' need to have timely financial information and up-to-date reports on company operations to make sound management decisions.

BUS6021 - Leadership and Organizational Behavior: This course focuses on how managers become effective leaders. It explores the human side of business. Students will examine teams, individuals, and networks in the context of: the drivers of group culture, managing the performance of individual direct reports, and building productive relationships with peers and superiors over whom the manager has no formal authority. In addition, students will observe successful leaders in action as they shape a forward-looking vision, align the organization to pursue it, motivate people to achieve it, and design effective organizations—making the right changes to deliver stronger performance.

BUS6022 - Managerial Finance: This course covers a wide range of financial concepts, including an examination of a firm's financial structure, its need for funds to finance asset acquisitions, and the resources available to meet that need. It also analyzes a company's capital structure, along with alternative funding sources and financing techniques. Special emphasis is placed on capital budgeting, investment, and corporate dividend decisions. The course also explores the structure of the financial system, with a focus on the supply and demand for loanable funds and the term structure of interest rates.

BCL6031 - Introduction to Coaching: Gaining an initial overview of the coaching field—both one-on-one and within organizations—is essential to fully understanding all of its components. In this first module, we'll explore the history of coaching, the philosophy and standards of the International Coaching Federation, coaching schools and their benefits, among other topics.

BCL6032 - Communication Strategies and Neurolinguistic Approaches: Neuro-Linguistic Programming (NLP) supports the development of skills to shift habits, behaviors, and limiting beliefs by clearing deeper, often unconscious blocks that affect emotional regulation. As a result, it offers practical, high-impact tools for running successful coaching processes. This course reviews key aspects of NLP, including the relationship between NLP and coaching, anchoring, and limiting beliefs.

BCL6041 - Coaching-Oriented Leadership: A coaching mindset helps leaders make choices that stay true to their core values and align with their own purpose or life vision. At the same time, it helps leaders connect in a more authentic way with the people around them and with those who follow or support them. This module covers topics such as authentic leadership, talent development, leadership styles, and assessment, among others.

BUS6052 - Research Methodology: In this course, students will develop a scientific research project that will serve as the foundation for a Master's thesis. To do so, they must rigorously follow the applicable steps of the scientific method, including the portion of the research process related to conceptualization and ethics, as well as an explanation of the qualitative, quantitative, or mixed scientific approach to be used. Specifically, students will identify and define a problem of interest that warrants seeking a solution and/or answers to problem-related questions designed to deepen understanding; they will address the problem and/or related questions by conducting a background review to gather information and become familiar with what is currently known about the problem and/or the proposed questions, including possible answers; and they will establish the parameters that will be used to study and understand the selected problem and/or the questions posed.

They will conceptualize and design the scientific method that will be applied to carry out the study. They will plan and present a clear, complete research proposal that includes all of the elements above and, in addition, a detailed description of the procedures to be followed during fieldwork implementation, as well as the expected participant population and/or the sample to be collected for future analyses, and a description of how the information obtained will be evaluated. Students must use the most current version of APA guidelines when writing their research project. The student must successfully complete this requirement with a grade of B or higher in order to graduate.

BUS6051 - Information Systems and Technology Manager: In this course, students will build a strong understanding of the core fundamentals of today's information systems (IS). They will explore key IS concepts through an engaging overview of the field and the rapidly evolving role of the modern IS professional. The course focuses on bringing the latest IS topics and real-world examples to the forefront, while new opening vignettes, cases, and special-interest features clearly highlight how organizations prioritize innovation and speed.

In this course, students develop an understanding of cloud computing, forecasting, and some of the most recent developments shaping virtual communities, virtual teams, and workplace structures. It provides the concise overview students need today to operate more effectively as employees, managers, decision-makers, and organizational leaders in business.

BCL6042 - Team Coaching: People and teams within organizations are essential to achieving desired results, grounded in a sense of harmony and connection. Team coaching aims to create and sustain that environment through greater awareness and appreciative inquiry into what's happening beneath the surface. This module will cover topics such as facilitation and coaching skills, different team diagnostic models, and practical team coaching case studies, among others.

BUS6061 - Operations and Project Management: This course enables students to build the skills and concepts needed to ensure a company's operations continue to strengthen its competitive position. It also helps them understand the complex processes behind product development and manufacturing, as well as the design and delivery of services.

BUS6062 - Thesis: In this course, students are expected to continue and complete their Master's Thesis. To do so, they must systematically follow the scientific method outlined in their previously completed and approved research project. During this final stage, the student must carry out the approved procedure to complete the fieldwork, which may be repeated as needed to ensure the data collected is accurate and reliable at the time it is gathered.

Compile the information gathered through experimentation and/or observation. Carefully record all collected data (observations, measurements, survey results, and other predefined data) according to the variables being evaluated. Analyze the recorded data using the appropriate methodology; interpret the findings with a primary focus on proposing a solution to the selected problem and/or answering the related questions that were posed, while remaining open to addressing other facets of the issue that were not previously identified as objectives but that emerge from interpreting the data obtained.

Draw conclusions supported by the experimental results and present recommendations that point to relevant future scientific research. Students must follow the most current APA guidelines when writing their Master's Thesis and coordinate a final oral presentation, which should be considered an integral part of the research project. To graduate, the student must successfully meet this requirement with a grade of B or higher.