



LEADING ORGANIZATIONAL CHANGE

A GUIDE TO ADVANCE YOUR CAREER WITH AN MBA DEGREE

ABOUT THE MBA RESOURCE

This resource is designed to offer a comprehensive look at the opportunities available to those who obtain a Master of Business Administration that is focused on leadership and ethics. In this resource, you will find information related to the need for strategic leaders across industries, the value of an MBA today, and specifically, how Pacific Lutheran University's MBA offers a direct pathway to sought-after careers in a wide range of industries.



ABOUT PACIFIC LUTHERAN UNIVERSITY

Pacific Lutheran University purposefully integrates the liberal arts, professional studies and civic engagement in the beautiful Pacific Northwest. Founded in 1890 by Norwegian immigrants, PLU continues the distinctive tradition of Lutheran higher education as it seeks to educate students for lives of thoughtful inquiry, service, leadership and care – for other people, for their communities and for the Earth. PLU is committed to the advancement of knowledge, the preparation of citizens in service to the world and to its ongoing reform.

The PLU School of Business is ranked among the best in the world—with the credentials to prove it. PLU was one of the first small, private comprehensive schools to earn the Association to Advance Collegiate Schools of Business (AACSB) accreditation, and has maintained this gold standard of approval continuously since 1971. Our Business programs are personal and individualized, and our classes are taught by award-winning and dedicated faculty members experienced in the business world and trained in leading-edge practices.

The PLU School of Business seeks to educate students based on a model that combines critical elements of professional education with a commitment to justice and social good. All PLU School of Business graduate programs place strong emphasis on innovation, and leverage an industry-driven curriculum that prepares students for success in their chosen fields.

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CRITICAL LEADERSHIP GAP IN TODAY'S PROFESSIONAL LANDSCAPE

Have you experienced less-than-stellar (or downright poor) leadership in your professional career? If the answer is yes, you're not alone:

84 percent of U.S. employees blame management for creating “unnecessary stress.”

76 percent of job seekers describe their boss as “toxic.”

17 percent of employees say that management is “incompetent.”

In light of these sobering numbers, research shows that many working professionals are unsatisfied with management for a variety of reasons:

- Micromanagement
- Inexperience
- Poor communication skills
- Lack of social awareness





What else is contributing to today's leadership gap?

In July 2020, nearly 1,300 CEOs had [“stepped down from their positions in the preceding twelve months.”](#) Brands such as Microsoft, Disney, LinkedIn, Hulu, Match, Nokia, and IBM experienced chief executives vacating their positions and are seeking new leaders throughout their organizations. These retirements reinforce the existing leadership gap and exemplify the need for new strategic thinkers who can provide innovative solutions to pressing industry challenges.



If you want to be a part of the solution to a lack of critical leadership in today's professional landscapes, you need to obtain a graduate degree that will equip you with the sought-after leadership skills needed to effectively communicate, make data-driven decisions, and successfully lead others.

You have the valuable opportunity to transform your future with a Master of Business Administration that is focused on leadership, global awareness, and social responsibility — let's get started.

DEFINING EXEMPLARY LEADERSHIP (OPPOSED TO MANAGEMENT)

Let's distinguish those who manage from those who lead — what's the difference? After all, exemplary leadership is so much more than team management.

Managers oversee the responsibilities of others and ensure that processes are followed. Leaders, on the other hand, approach team management and organizational leadership with forward-thinking, data-driven strategies in order to:

- Challenge conventional thinking
- Promote ethical collaboration
- Improve team efficiency
- Provide solutions to pressing challenges
- Inspire innovative thinking
- Exercise social and emotional intelligence
- Increase an organization's bottom line

True leaders not only impact the people they work with and transform the environment they work in — strategic leaders help set the standard for their entire team, organization, and industry



IS GETTING AN MBA WORTH IT?

There are many types of graduate business degrees — finance, accounting, human resource management, organizational leadership, to name a few — but the traditional MBA has recently seen an uptick in interest from professionals in diverse fields. In fact, in 2020, [MBA applications increased for the first time in five years](#) as students and professionals navigated an economic downturn and a struggling job market.

It's important to note that many recent MBA applicants are mid-career professionals and career changers.

[According to The Wall Street Journal](#), an MBA “can help mid-career individuals parlay expertise in areas such as science or the military into business leadership. It also can help in the transition from the public to the private sector at any age.”

More and more mid-career professionals are going back to school for an MBA.

In fact, pairing an MBA with your undergraduate degree can ultimately result in you securing your dream career.

Whether you have a background in business or not, there are so many reasons to get an MBA if you're looking to master the art of change leadership and global awareness in your field. In fact, pairing an MBA with your undergraduate degree can ultimately result in securing your dream career.



PAIRING AN MBA WITH YOUR DEGREE TO SECURE YOUR DREAM JOB

Many professionals who are looking to establish a career in the field of business consider obtaining a Master of Business Administration, and while the traditional MBA is a respected degree for future business leaders — an MBA is also a versatile choice for professionals in a variety of fields.


For instance, an MBA teaches invaluable “soft skills” and nurtures strategic change leadership skills that are paramount to the success of any professional in any industry.

Whether your background is in the liberal arts or a STEM-related field, adding an MBA to your academic achievements will prepare you for a meaningful career in your chosen field.


WHAT CAN YOU DO WITH AN MBA DEGREE?

TAKE A LOOK AT SOME OF THE CAREER ROLES YOU CAN PURSUE WITH AN MBA AND YOUR BACHELOR'S DEGREE IN ANOTHER FIELD.


COMMUNICATION DEGREE
+ MBA =
MANAGEMENT CONSULTANT




COMPUTER SCIENCE DEGREE
+ MBA =
NETWORK ENGINEER



ENGLISH DEGREE
+ MBA =
MARKETING SPECIALIST



BIOLOGY DEGREE
+ MBA =
CLINICAL RESEARCH COORDINATOR



MARKETING DEGREE
+ MBA =
CHIEF EXECUTIVE OFFICER (CEO)



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DYNAMIC AND COMPETITIVE WORK JOBS YOU CAN GET WITH AN MBA



The skills learned in an MBA program are useful in nearly every single industry. From marketing to journalism to finance, an MBA can position driven professionals for significant career advancement in a variety of industries, so let's explore some of the jobs you can get with an MBA.

Career Options for Professionals with an MBA:

Health Services Manager
Business Operations Manager
Marketing Manager
Marketing Specialist
Financial Manager
Database Administrator
Human Resource Manager
Research Coordinator
Network Engineer

Chief Financial Officer
Chief Executive Officer
Information Technology Manager
Business Consultant
Financial Advisor
Investment Banker
Management Analyst
Accountant
Management Consultant

FROM MBA TO CFO

SECURING A CAREER IN HEALTHCARE LEADERSHIP



A lot of Anna Loomis' work happens behind the scenes. Just ask her children.

"If you ask my kids, all I do is go to meetings," Loomis '14 joked.

And they aren't totally wrong. Loomis has shouldered a lot of strategic planning and big-picture thinking that's vital but often unseen, serving back to back as chief financial officer for two major nonprofit health care systems in the Pacific Northwest — first for Tacoma-based MultiCare and more recently for Legacy Health in Portland.

So, it was a pleasant surprise to Loomis when South Sound Business magazine shined a spotlight into her corner of the corporate world, naming her CFO of the Year for her work with MultiCare.

"CFOs are generally more in the background and we partner with those who are more in the limelight, so it was a different experience for me to be recognized in that way," Loomis said. "I felt very, very honored to receive something like that."

Loomis spent the past 15 years with MultiCare, the largest community-based, the locally governed health system in Washington state. The nonprofit also is the largest private employer in Pierce County. She wore many hats, culminating in her role as CFO the last four years of her tenure.

The opportunity started with CEO Bill Robertson, who was new at the time. After getting to know him, Loomis says she raised her hand for the next big step up: “I really want to do this job. I want to be CFO.” Before Loomis could take the leap, though, she needed to go back to school. The choice about where to go was easy.

Pacific Lutheran University’s Master in Business Administration offered the high-caliber graduate studies and the flexibility she needed to thrive.

“I took six years to do it,” Loomis said. “But it was my pace and it worked for me.”

“Business is global,” she said, adding that taking students abroad helps them gain new perspective to practically apply what they’ve learned in the classroom.

Loomis says the new perspective she garnered abroad is valuable to her job today. She gained insight into the medical industry from Army doctors in her MBA cohort, the group who traveled with her to Peru.

“They had a unique lens, both from the Army side of things as well as the health care side of things,” Loomis said. “I learned a lot from them.”

Loomis wasn’t new to PLU when she enrolled in the MBA program, a common tale for other graduate students. She graduated in 1993 with a bachelor’s degree in accounting, after transferring from Oregon State University in Corvallis.

“What I hope to accomplish is to support the community and help the organization be better than it is today,” Loomis said.

[\(This story was originally published on Resolute.\)](#)

A TOP MBA PROGRAM IN WASHINGTON STATE

A CLOSER LOOK AT PLU'S MBA PROGRAM

The PLU School of Business MBA program has been named one of the nation's most outstanding business schools, by The Princeton Review®. The education services company chose the school for its list "Best Business Schools for 2021".

Pacific Lutheran University's MBA program is founded on the cornerstones of leadership, creative innovation, global awareness, and ethical responsibility.

It is designed for both business and non-business majors. The program offers small class sizes and can be completed in as little as nine months.

MBA Program Features

- Afternoon and evening classes
- Designed for both business and non-business majors
- Finish as quickly as 9 months
- AACSB accredited, Doctoral trained faculty, small class size
- Embedded 10-day business focus international study abroad
- Optional emphasis areas



MBA 10-Day International Experience

“One of the unique things about the MBA is the included International Experience, a required 10-day program which allows students to see firsthand the business environment in a different country and region. We meet with executive teams from industry and have an opportunity to understand business and culture.”

— Mark Mulder, Dean of the School of Business

A unique part of our MBA program is the 10-day, embedded International Experience. As members of a global community we value the benefit our students gain from stepping out of the United States and exploring other countries. Below are some of our destinations for PLU's International Experience.

Each year we conduct 2-3 faculty-led experiences to countries all over the world. These experiences include visits to local small business, large corporations, public utilities, and political organizations. In addition, our students participate in cultural activities as well as meet and exchange ideas with their MBA colleagues from local universities.

This experience is part of the BMBA 509 “Global Business Perspective” course. Below are some of the previous destinations.





MBA Learning Outcomes

- Demonstrate Competence in Integrating the Disciplinary Foundations of Business — Apply strategies and tools from different functional areas to increase enterprise value
- Be Prepared to Manage Innovation and Change — Identify strategic and operational issues in managing innovation and change
- Lead Effectively — Identify the qualities and skills that make good leaders and diagnose problems and make effective recommendations.
- Develop a Global Perspective — Recognize how local economic, political, and cultural issues impact business and apply a global perspective in making business decisions.

MBA Course Examples

BMBA 510: Legal, Ethical, and Social Responsibilities of Business — A survey of legal topics essential to effective managerial decision making. Explore the legal, ethical, and social implications of legal strategies and practices. This course also examines the sources and development of conflict and develops negotiation as a tool for managing conflict situations.

BMBA 513: Marketing Management — A practical approach to understanding and applying customer-directed marketing strategies for achieving organizational goals. Students will examine theoretical concepts and apply contemporary approaches to the marketing of services, products and ideas in business, public, and nonprofit organizations.

BMBA 515: Organizations, Leadership, and Change Management — The leader's role in creating organizational designs, processes and cultures. Leader competencies and practices for developing and managing people to meet performance requirements and organization cultural fit, and analyzing needs for organizational change.

BMBA 550: Business Strategy and Innovation Management — Apply a multidisciplinary approach to explore execution of business- and corporate-level strategies, such as differentiation, cost-leadership, diversification, alliances, and M&As, and managing innovation to generate sustainable competitive advantage in a global context.

BMBA 590: Global Business Perspectives — Evaluate cultural, economic, political and environmental contexts for global business. Develop value-adding strategies, organizational capabilities and personal competencies for business success across borders and cultures. On-campus course with embedded international experience.

Financial Aid and Scholarships for MBA Students

The PLU School of Business has many scholarships and financial aid awards available:

- Dean's Excellence Graduate Scholarship
- Emilie "Lee" Zulauf MBA Scholarship
- Gundar King MBA Scholarship
- Gladys M. Knutzen Memorial MBA Scholarship
- Murray-Danielson Management Award Scholarship
- PLU Business Network Scholarship
- Graduate Assistantship
- 10% tuition discount for PLU alumni

Note: The PLU Grant provides a 10 percent discount on tuition for PLU graduates who enroll in a PLU master's level degree or approved master's level certificate program. Restrictions apply to those students who are also PLU employees. The discount begins immediately upon admission.



Applying to PLU's MBA Program



PLU's School of Business accepts both Standard and Fast Track Applications for admittance into its graduate programs.

A Fast Track application process is available for current PLU undergraduate and graduate students from any major and recent PLU alumni seeking admission to a School of Business graduate program.

Space for Fast Track students may be limited and competitive. If a candidate loses Fast Track status, the candidate may reapply to the program using the standard graduate admission process.

Note: Click the link below to learn more about the two application tracks:

[Standard Application](#)

[Fast Track Application](#)



REWARD YOUR SPIRIT OF INNOVATION

CONNECT WITH PLU TODAY!

If you have questions about getting your MBA at Pacific Lutheran University, we encourage you to get in touch with us. We can't wait to help you achieve your career goals!

[Request more information](#)

[Attend an information session](#)

[Schedule a phone appointment](#)

[Start an application](#)

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