

# MANAGING PEOPLE AND ORGANIZATIONS

Accelerate results and impact.

At UNC Kenan-Flagler impact starts with you. Our **Managing People and Organizations (MPO)** concentration prepares students to drive results and achieve meaningful impact. Students develop crucial leadership skills that organizations desire. Our concentration covers corporate strategy, people analytics, negotiating and influencing others, inspiring people, building high-performing teams, and other leadership skills that drive organizational success. In addition, graduates learn to take the long view, emphasizing balance, energy crafting, and engagement to create personal and team resilience.

## EDUCATIONAL RESOURCES

### World-class Faculty

Our MPO concentration is led by organizational behavior, strategy, and communication faculty with extensive industry and academic experience. Our faculty consult with some of the largest Fortune 500 corporations in the world and leverage their knowledge to build tailored and relevant courses designed to help students effectively influence and inspire teams.

“Leadership takes place from the seat that you are in. Whether you are a first-time manager or a CEO, your results depend on three skills. First, know what you want, self-awareness, purpose, and principle. Second, know how to get things done, integrating complex information, organizing teams, and innovating. Third, great leaders focus on who to bring along with them, inspiring people through respect, empowerment, and belonging. Our leadership development program teaches this, so graduates can deliver impactful results wherever their leadership journey takes them.”

Mike Christian  
Professor and Area Chair of Organizational Behavior, and Academic Director of Leadership



## EXPERIENTIAL LEARNING

### Consulting Projects

UNC Kenan-Flagler's STAR program provides hands-on learning and consulting skills. MBA students can also indicate their interest in serving as a project leader, providing additional real-world leadership experience. With the support of a faculty advisor, students work on business challenges and strategies with real companies. Recent participating firms include NASCAR, Panera Bread, Chili's, ESPN, GE, Lenovo and Eli Lilly.

### National Case Competitions

MBA students represent UNC Kenan-Flagler in numerous national and international case competitions each year. Case competitions provide students with a chance to apply their leadership skills, and business knowledge, to present real business solutions to pressing business issues. They also provide a forum to network with peers and professionals.

## SELECT COURSES OFFERED

- » Communication for Developing Leaders
- » Corporate Communication: Social Advocacy and Activism
- » Ethical and Inclusive Leadership
- » Gender and the Workplace
- » Leading Diverse and Inclusive Organizations
- » Leading Groups and Teams
- » Leading in the Middle
- » Management of Workplace Diversity
- » Managerial Decision Making
- » Negotiations
- » People Analytics
- » Storytelling to Influence and Inspire

## PROFESSIONAL AND CAREER DEVELOPMENT

UNC Kenan-Flagler provides a variety of key resources for students to hit the ground running in their post-MBA career with relevant skills, applicable knowledge, and coaching tailored to each student's needs.

### Career & Leadership Support

The Career & Leadership team equips MBA students to achieve their career aspirations by offering a broad range of career development resources, including:

- Individualized one-on-one career coaching
- Career and leadership programming aligned to students' professional goals
- Assistance with alumni and recruiter networking

### Employer Connections

Our employer engagement specialists manage relationships with hundreds of firms. Representatives from key organizations across industries, from consulting to fintech to healthcare, provide virtual and on-site office hours, giving students a forum to develop relationships and gain career advice from major employers.

### Interview Preparation

A dedicated career coach and second-year students serve as mock interviewers to help students prepare for internship and full-time interviews, as well as other unique attributes of industry-specific career searches and recruiting.

### Alumni

UNC Kenan-Flagler has a broad and active network of alumni working in management and senior leadership roles. With over 44,000 UNC Kenan-Flagler alumni around the world, you'll have the opportunity to tap into a wide number of connections who are eager to support your journey.

**“The adage that people leave bosses and coworkers rather than organizations holds true today. Leaders need to build strong connections and engage people. A recent Gallup study (2022) demonstrated that only 23% of employees are fully engaged in their work and that, on average, 59% resemble “quiet quitters” (those who come to work disengaged, psychologically disconnected from their job, boss, coworkers, and organization). We need modern, innovative ideas to help leaders influence and empower employees, which we seek to provide in the MPO concentration.”**

**Marie Mitchell**  
Edward M. O'Herron Scholar and Professor of Organizational Behavior



**DEVELOPING THE NEXT GENERATION OF LEADERS** is the top challenge for 55% of CEOs.

Source: 2021 Global Leadership Forecast report

## CAREER PATHS

- » Business Development
- » Director of Operations
- » General Manager
- » Human Resource Director
- » Management Consultant
- » Market Research Analyst
- » Marketing Manager
- » Leadership Development Programs (LDPs)
- » Sales Manager
- » Special Advisor

## KEY EMPLOYERS

- » Bank of America
- » BASF
- » Capital One
- » Chevron
- » Cigna
- » Cisco Systems
- » Deloitte
- » ExxonMobil
- » FBI Special Advisor Program
- » Johnson & Johnson
- » Kraft Heinz Company
- » LabCorp
- » Liberty Mutual
- » Republic Services
- » ScottMadden
- » U.S. Secret Service
- » UnitedHealth Group
- » Walmart

## COMPENSATION\*

BASE SALARY      SIGNING BONUS      TOTAL  
\$146,779 + \$34,555 = **\$181,334**

\*Mean compensation in 2023 for UNC Kenan-Flagler Full-Time MBA graduates