

<b>Course</b>	HRDV 5560 Group Development and Change
<b>Term</b>	Fall 1, 2009
<b>Instructor</b>	Name: Marchita R. Stanton, M.S.O.D. Phone: 816-853-4592 Email: <a href="mailto:marchitastanton@comcast.net">marchitastanton@comcast.net</a> .
<b>Course Description</b>	Effective groups and teams are critical in modern organizations, yet there are often dysfunctional dynamics and processes within the group. This course teaches the fundamental concepts relating to group dynamics, group decision making, and interpersonal conflict. The course also introduces students to different types of group-level interventions designed to improve group performance. The course applies this conceptual knowledge to common group problems.
<b>Prerequisites</b>	Students majoring in human resources development must have completed the requisite course Introduction to Human Resources Development (HRDV 5000) before taking this course. Students who are <b>not</b> human resources development majors do <b>not</b> need to have completed Introduction to Human Resources Development (HRDV 5000) before taking this course.
<b>Course Level Learning Outcomes</b>	<ol style="list-style-type: none"> <li>1. Students will be able to <b>implement</b> Group Development solutions to real organizational problems.</li> <li>2. Students will know how to <b>utilize</b> team processes to support organizational and individual productivity.</li> <li>3. Students will be able to <b>employ</b> various team leadership approaches.</li> <li>4. Students will have <b>practiced</b> collaborative methods for <b>resolving</b> team conflict.</li> <li>5. Students will have <b>practiced</b> group decision making methods.</li> <li>6. Students will be able to <b>distinguish</b> between the various types of groups and teams.</li> <li>7. Students will be able to <b>produce</b> increased intellectual bandwidth in their work teams</li> <li>8. Students will be able to <b>differentiate</b> when team diversity is more or less effective for team outcomes.</li> <li>9. Students will know how to <b>integrate</b> teams and the effective utilization of technology.</li> </ol>
<b>Course Materials</b>	Thompson, L. L. <i>Making the team: A guide for managers</i> . Prentice

Hall. Use most recent edition.

The instructor may decide to use the following; it will be discussed the first week of class:

The Dispute Resolution Research Center of the Northwestern University Kellogg Team and Team Center puts-out a CD containing numerous team exercises that are closely tied to the Thompson text. The instructor will have copies of facilitator guides, as well as individual materials accompanying exercises.

Text is available through MBS Direct Books at 1-800-352-3252 or [www.mbsdirect.net](http://www.mbsdirect.net). Checks and credit cards accepted.

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**Course Grading**

Paper	60%
Attendance & Participation	25%
Journal Keeping	15%

The Graduate catalog provides these guidelines and grading options:

A/A- Superior graduate work

B+/B/B- Satisfactory graduate work

C Work that is barely adequate as graduate-level performance

CR Work that is performed as satisfactory graduate work (B- or better). A grade of CR is reserved for courses designated by a department, involving internships, a thesis, practicums, or specified courses.

F Work that is unsatisfactory

I Incomplete work

ZF An incomplete which was not completed within one year of the end of the course. ZF is treated the same as an F or NC for all cases involving GPA academic warning, probation, and dismissal.

IP In progress

NR Not reported

W Withdrawn from the course

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**Activities**

- Lecture and discussion
- Reading assignments
- Journal keeping
- Paper
- Other activities deemed appropriate by instructor

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**Policy Statements:  
University Policies**

University policies are provided in the current course catalog and course schedules. They are also available on the university website. This class is governed by the university's published policies. The following policies are of particular interest:

### ***Academic Honesty***

The university is committed to high standards of academic honesty. Students will be held responsible for violations of these standards. Please refer to the university's academic honesty policies for a definition of academic dishonesty and potential disciplinary actions associated with it.

### ***Drops and Withdrawals***

Please be aware that, should you choose to drop or withdraw from this course, the date on which you notify the university of your decision will determine the amount of tuition refund you receive. Please refer to the university policies on drops and withdrawals (published elsewhere) to find out what the deadlines are for dropping a course with a full refund and for withdrawing from a course with a partial refund.

### ***Special Services***

If you have registered as a student with a documented disability and are entitled to classroom or testing accommodations, please inform the instructor at the beginning of the course of the accommodations you will require in this class so that these can be provided.

### ***Disturbances***

Since every student is entitled to full participation in class without interruption, disruption of class by inconsiderate behavior is not acceptable. Students are expected to treat the instructor and other students with dignity and respect, especially in cases where a diversity of opinion arises. Students who engage in disruptive behavior are subject to disciplinary action, including removal from the course.

### ***Student Assignments Retained***

From time to time, student assignments or projects will be retained by The Department for the purpose of academic assessment. In every case, should the assignment or project be shared outside the academic Department, the student's name and all identifying information about that student will be redacted from the assignment or project.

*Contact Hours for this Course*

It is essential that all classes meet for the full instructional time as scheduled. A class cannot be shortened in length. If a class session is cancelled for any reason, it must be rescheduled.

**Course Policies**

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This syllabus may be revised at the discretion of the instructor without prior notification or consent of the student.

Course requirements and grading:

To pass this course you must attend all group sessions, keep a journal, read the readings, and submit a final paper on time—NO EXCEPTIONS. Your written work must show a serious attempt to come to terms with key issues and questions posed by the course topic-group theory and facilitation- and seek to integrate the theory with your own experience and application to your work roles.

Journal Keeping:

Students are asked to keep a journal recording their thoughts, observations and feelings about group events and their own behavior. (You can write during breaks, before or after sessions, and in the evenings.) The journal will help students integrate personal learning, learning about group process and behavior, and experiential and theoretical material.

Paper:

The grade will be based on the quality of the paper only. The paper will be assessed using the following criteria: 1) clarity and organization, 2) integration of personal experience, readings and theory, and 3) exploration of application to own work and professional setting. Paper is to be typed, APA format (NO EXCEPTIONS), and graduate level work.

**Weekly Schedule**

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Will be discussed Week 1

**Additional Information**

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None