



Louisville Metropolitan Campus
1031 Zorn Ave., Suite 200, Louisville 40207

HRDV 5560 Course Syllabus

Course	HRDV 5560 Section 58 Group Development & Change
Term	Fall I 2008 - August 11 – October 11, 2008 Monday nights 6pm-10pm
Instructor	Name: Lori A. Moore Email: rehmetlo@webster.edu
Catalog Description	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 introduces students to different types of group-level interventions designed to improve group performance. The course also applies this conceptual knowledge to common group problems.
Prerequisites	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 not human resources development majors do not need to have completed Introduction to Human Resources Development (HRDV 5000) before taking this course.
Course Level Learning Outcomes	<ol style="list-style-type: none">1. Students will be able to implement Group Development solutions to real organizational problems.2. Students will know how to utilize team processes to support organizational and individual productivity.3. Students will be able to employ various team leadership approaches.4. Students will have practiced collaborative methods for resolving team conflict.5. Students will have practiced group decision making methods.6. Students will be able to distinguish between the various types of groups and teams.7. Students will be able to produce increased intellectual bandwidth in their work teams8. Students will be able to differentiate when team diversity is more or less effective for team outcomes.9. Students will know how to integrate teams and the effective utilization of technology.
Materials	Text: Thompson, L. L. (2008) <i>Making The Team: A Guide for Managers.</i>

	3 rd edition, Pearson/Prentice Hall																																						
Grading	<p>Brief Summary of Assignments: Components of grade:</p> <table border="1" data-bbox="537 302 1516 533"> <tr> <td>Discussion questions due Weeks 4 and 5</td> <td>10 points</td> </tr> <tr> <td>Weekly participation</td> <td>35 points</td> </tr> <tr> <td>Dracula Group Project due Week 3</td> <td>15 points</td> </tr> <tr> <td>Group Goals Group Project due Week 6</td> <td>15 points</td> </tr> <tr> <td>Trustworthiness Group Project due Week 9</td> <td>15 points</td> </tr> <tr> <td>Learning Team Ground Rules paper due Week 2</td> <td>10 points</td> </tr> <tr> <td>Total:</td> <td>100 pts</td> </tr> </table> <table border="1" data-bbox="537 604 943 911"> <tr> <td>100-95</td> <td>A</td> <td>76-73</td> <td>C</td> </tr> <tr> <td>94-90</td> <td>A-</td> <td>72-70</td> <td>C-</td> </tr> <tr> <td>89-87</td> <td>B+</td> <td></td> <td></td> </tr> <tr> <td>86-83</td> <td>B</td> <td></td> <td></td> </tr> <tr> <td>82-80</td> <td>B-</td> <td></td> <td></td> </tr> <tr> <td>79-77</td> <td>C+</td> <td>69 or <</td> <td>F</td> </tr> </table> <p>The GRADUATE catalog provides these guidelines and grading options:</p> <ul style="list-style-type: none"> • 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 G.P.A., academic warning, probation, and dismissal. • IP In progress • NR Not reported • W Withdrawn from the course 	Discussion questions due Weeks 4 and 5	10 points	Weekly participation	35 points	Dracula Group Project due Week 3	15 points	Group Goals Group Project due Week 6	15 points	Trustworthiness Group Project due Week 9	15 points	Learning Team Ground Rules paper due Week 2	10 points	Total:	100 pts	100-95	A	76-73	C	94-90	A-	72-70	C-	89-87	B+			86-83	B			82-80	B-			79-77	C+	69 or <	F
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Activities/ Assignments	<p>Discussion Questions (DQs). For Weeks 4 and 5, I will post Discussion Questions for you to answer. I'm looking for answers with some depth, approximately 250 words. The DQs are worth 5 points each, per week.</p> <p>Participation. Participation in class discussions is an important aspect of your learning experience and a great opportunity to learn from your fellow classmates. Each week we will actively participate in experiential exercises in class that will help you apply the concepts learned in the text.</p> <p>Dracula Project. This will be distributed to you during Week 1 and will be due Week 3. As a team, you will complete the assignment and prepare a short paper/synopsis of the assignment as per the instructions given.</p>																																						

	<p>Group Goals Project. This will be distributed to you during Week 3 and will be due Week 6. As a team, you will complete the assignment and prepare a short paper/synopsis of the assignment as per the instructions given.</p> <p>Trustworthiness Group Project. This will be distributed to you during Week 6 and will be due Week 9. As a team, you will complete the assignment and prepare a short paper/synopsis of the assignment as per the instructions given.</p> <p>Learning Team Ground Rules Paper: This will be explained during Week 1 and will be due Week 2. As a team, you will prepare learning team ground rules for how your group will function.</p> <p>Learning Teams. The first week of class all students will create learning teams. Teams will be expected to work together on specified written assignments. In all cases the members of a learning team will receive the same grade for team assignments.</p>
<p>Policy Statements: University Policies</p>	<p>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:</p> <p>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.</p> <p>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.</p> <p>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</p>

	<p>you will require in this class so that these can be provided.</p> <p>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.</p> <p>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.</p>
Course Policies	<p>Late Assignments: There will be a 10% deduction of grade for late submission of 1 day. Assignments submitted 2 or 3 days late will receive a 20% grade deduction. I will not accept any assignments more than 4 days late or after the last day of class.</p>
Weekly Schedule	<p>Week 1 – Aug. 11, 2008 Create Learning Teams/Groups. Discuss Chapters 1 and 2. Definition of team, types of teams in today’s workplace observations about teams, an integrated model of successful team performance.</p> <p>Week 2 – Aug. 18, 2008 Learning Team Ground Rules paper due. Discuss Chapters 3 and 4. Forming the team: tasks, people, relationships, key questions for team formation, role negotiation, team norms, cohesion, and trust, creativity, techniques to encourage creativity.</p> <p>Week 3 – Aug. 25, 2008 Dracula Group Project Due. Discuss Chapters 5 and 6. Decision-making pitfalls: Groupthink, escalation of commitment, Abilene Paradox, group polarization, unethical decision-making.</p> <p>Week 4 – Sept. 1, 2008 No physical class session, but we will have an assignment in the online classroom in Connections. Discussion Question due by midnight September 7th.</p>

	<p>Week 5 – Sept. 8, 2008 TBD – Instructor will be in Kenya (Africa). Either a substitute teacher/proxy or online work in Connections. Discussion Question due by midnight September 14th.</p> <p>Week 6 – September 15, 2008 Group Goals Assignment due. Discuss Chapters 7 and 8.</p> <p>Week 7 – September 22, 2008 Discuss Chapters 9 and 10. Virtual teams: electronic technology and team dynamics, strategies for enhancing virtual teams, teamware (software).</p> <p>Week 8 – September 29, 2008 Discuss Chapters 11 and 12.</p> <p>Week 9 - October 6, 2008 Group Trustworthiness Project due. Discuss Chapter 13.</p>
<p>Additional Information</p>	<p>Be ready to use Webster University’s electronic blackboard “Connections” for assignments and other class activities. If you currently do not have an active Connections account, call the Help Desk at 1-866-435-7270.</p>