

## FLORIDA STATE COLLEGE AT JACKSONVILLE

## COLLEGE CREDIT COURSE OUTLINE

COURSE NUMBER: IDS 2350

COURSE TITLE: Organizational Creativity

PREREQUISITE(S): None

COREQUISITE(S): None

CREDIT HOURS: 3

CONTACT HOURS/WEEK: 3

CONTACT HOUR BREAKDOWN:

Lecture/Discussion: 3

Laboratory:

Other \_\_\_\_\_:

FACULTY WORKLOAD POINTS: 3

STANDARDIZED CLASS SIZE ALLOCATION: 30

CATALOG COURSE DESCRIPTION:

This course is an applied creativity course that defines and explores the relationship between creativity and organizations. In a 5 Ps context (Person, Process, Press, Product, Persuasion) the course investigates the nature of creatively productive organizations. The intent of the content and coursework is to help students understand, analyze, assess and improve organizational creativity.

SUGGESTED TEXT(S): \*\*\*\*Positive Turbulence by Gryzkiewicz \*\*\*\*Publisher Josey Bass

In-field journals *The Journal of Creative Behavior* and *Creativity and Innovation Management* will be the major supporting reserve references for the course.

IMPLEMENTATION DATE: Spring Term, 2004 (20042)

REVIEW OR MODIFICATION DATE:

COURSE TOPICS	<u>CONTACT HOURS PER TOPIC</u>
I. Working Definitions of Creativity in an Organizational Context	1
II. Organizational Climate	3
A. Barriers to	
B. Press	
C. Ekvall's Model	
D. Amabile: KEYS and WES	
III. Positive Organizational Creative Climate	3
A. Features	
B. Origins	
C. Mechanisms	
IV. Organizational Structure	3
A. Informal groups	
B. Formal groups and institutions	
V. The 5Ps Context (Updated Rhodes Creativity Model)	2
A. Person	
B. Process	
C. Press	
D. Product	
E. Persuasion	
VI. Motivation and Organizational Creativity	2
A. Intrinsic	
B. Extrinsic	
C. Forced	
VII. Collaborative Creativity	3
A. Workgroups	
B. Teams	
C. Stages of Teaming	
D. Team building	
E. Operational methods	

COURSE TOPICS	<u>CONTACT HOURS PER TOPIC</u>
VIII. Application of CPS (Creative Problem Solving)	6
A. The CPS Model	
B. History	
C. Operation of CPS Model	
D. Use in Organizational context	
E. The Superstructure	
F. Divergence/Convergence Tools	
IX. Organizational Creativity and Change	6
A. Change defined	
B. Change as milieu for innovation	
C. Innovation and Adaptation Spectrum	
D. Kirton Adaptation Index (KAI)	
E. Key Change Models	
F. Resistance	
G. Navigating Resistance	
X. Organizational Creativity Models	3
A. Operational models in the modern day	
B. Analysis of actual operational models/organizations	
C. Application analysis to student contexts	
XI. Leadership and Followership	5
A. Leadership defined	
B. Followership defined	
C. Leadership and Followership in Change context	
D. Managing and Leading	
E. Creative Leadership Models	
XII. Agents of Organizational Creativity	3
A. Memes	
B. Fields	
C. Domains	
D. Impacts of above on organizational change	
E. Impact on organizational innovation	

COURSE TOPICS	<u>CONTACT HOURS PER TOPIC</u>
XIII. Issues in Organizational Creativity	3
A. Current Research B. Impactful conditions and variables C. Agents and their issues	
XIV. The Future of Organizational Creativity	2
A. Nature of the future B. Ambiguity and Speculation C. Corporate change D. The coming Paradigms	

Total hours: 45

## STUDENT OUTCOMES:

1. State information about organizational climate.
2. Identify climate factors in organizational settings.
3. Learn and apply working definitions of creativity in organizational contexts.
4. Learn and apply Creative problem Solving (CPS) model as means to fostering creativity in an organizational setting.
5. Learn what an organizational structure is and be able to identify various settings and apply these identifying skills to their own work contexts.
6. Identify prominent organizational creativity models and apply these models to their own work contexts.
7. State the relationships between motivation and organizational creativity.
8. Identify the features of intrinsic, extrinsic and forced motivation models.
9. Identify and understand barriers to positive organizational creative climate.
10. Learn and apply various skill sets and tools to improve organizational climates.
11. Understand and apply the principles of the 5 Ps (Person, Process, Press, Product and Persuasion) to the creation of a positive creative climate.
12. Recognize and understand the merits to the field of practitioners like Ekvall, Kirton, Amabile, Puccio and others.
13. Learn and apply divergence and convergence thinking tools in order to build requisite cognitive flexibility, originality and deferral of judgment.
14. Learn and identify the factors of Creativity and Change.
15. Expand their field knowledge by composing and sharing article research annotations.
16. Learn and identify the major models of change.
17. Learn, identify and demonstrate the differences between leadership and followership.
18. Learn, identify and understand the impacts of agents of organizational change: memes, fields, and domains.
19. Examine and apply issues from current research that pertain to organizational creativity.
20. Recognize and speculate on issues and variables that impact on the future of organizational creativity, corporate change, and paradigms of creativity and change.
21. Apply course content and skill sets to contemporary operational organization models.
22. Recognize and apply base criteria to case study scenarios and model analysis.
23. Learn of, and more deeply understand, various assessment/measurement tools that measure variables in workplace environments.
24. Place themselves as creative persons in the contexts of organizational creativity.
25. Build personal in-field networks and provide such support for extended learning and application to their own workplace contexts.