

FLORIDA STATE COLLEGE AT JACKSONVILLE

COLLEGE CREDIT COURSE OUTLINE

COURSE NUMBER: MAN 4120

COURSE TITLE: Leadership and Group Dynamics

PREREQUISITE (S): None

COREQUISITE(S): None

STUDENT ADVISING NOTES: Junior Level Status or Above

CONTACT HOURS/WEEK: 3

CONTACT HOUR BREAKDOWN:

Lecture/Discussion:	3
Laboratory:	
Other _____:	

FACULTY WORKLOAD POINTS: 3

STANDARDIZED CLASS SIZE ALLOCATION: 35

CATALOG COURSE DESCRIPTION:

This is an applied leadership course with focus on case studies, projects and group interactions; includes theoretical background on group dynamics, small group behavior and motivation, power, types of groups, verbal and non-verbal communications skills and teambuilding. Emphasis will be placed on sociological and psychological dimensions of inter-group relations, including analysis and problem solving through simulations, cases and similar activities.

SUGGESTED TEXT(S): Leadership: Enhancing the Lessons of Experience
Hughes, Ginnett & Curphy, McGraw-Hill, Latest Edition

IMPLEMENTATION DATE: Spring Term, 2007 (20072)

REVIEW OR MODIFICATION DATE: Spring Term, 2010 (20102) - (Proposal 2009-12)

COURSE TOPICS

CONTACT HOURS
PER TOPIC

I. Chapter I Teams in Organizations: Facts and Myths	4
A. What is a Team?	
B. Types of teams in Organizations	
C. Why should organizations have teams?	
D. Some observations about teams and teamwork	
E. What managers tell us about their teams	
II. Chapter 2 Performance and Productivity: Team Performance Criteria and Threats to Productivity	3
A. An integrated model of successful team performance	
B. Team context	
C. Essential conditions for successful team performances	
D. Performance criteria	
E. The team performance equation	
F. Conclusions	
III. Chapter 3 Rewarding Teamwork: Compensation and Performance Appraisals	3
A. Types of team pay	
B. Team performance appraisal	
C. Sources of rater bias	
D. Sources of ratee bias	
E. Guiding principles	
F. Conclusions	
IV. Chapter 4 Building the Team: Tasks, People and Relationships	3
A. Building the team	
B. The task: what work needs to be done	
C. The people: who is ideally suited to do the work	
D. Relationships: how do team members socialize with each other	
E. Conclusions	
V. Chapter 5 Sharpening the team mind: Communication and Collective Intelligence	4
A. Team communication	
B. The information dependence problem	
C. Collective intelligence	

COURSE TOPICS	CONTACT HOURS <u>PER TOPIC</u>
<ul style="list-style-type: none"> D. Team longevity: Routinization versus innovation trade-offs E. Conclusions 	
VI. Chapter 6 Team Decisions Making: Conformity, Pitfalls, and Solutions	4
<ul style="list-style-type: none"> A. Decision making in teams B. Conformity: why it occurs and how it works in teams C. Decision-making pitfall 1 : Groupthink D. Decision-making pitfall 2: Escalation of Commitment E. Decision-making pitfall 3: The Abilene Paradox F. Decision-making Pitfall 4: Group Polarization G. Conclusions 	
VII. Chapter 7 Conflict in Teams: Leveraging Differences to Create Opportunity	4
<ul style="list-style-type: none"> A. Types of conflict B. Team dilemma: Group versus Individual Interests C. Perils and pitfalls of democracy D. Group negotiation E. What to do when conflict escalates F. Conclusions 	
VIII. Chapter 8 Creativity: Mastering Strategies for High Performance	4
<ul style="list-style-type: none"> A. What is creativity? B. Creative people or creative teams C. Analogical reasoning D. Divergent versus convergent Thinking E. Group brainstorming F. Electronic brainstorming G. Conclusions 	
IX. Chapter 9 Managing the External Environment	4
<ul style="list-style-type: none"> A. Team boundaries B. Team identity C. External roles of team members D. Networking E. Distance F. Time G. Conclusions 	
X. Chapter 10 Leadership: Managing the Paradox	4
<ul style="list-style-type: none"> A. The team paradox B. Leaders and the Nature-Nurture Debate: Great Person versus Great Opportunity 	

COURSE TOPICS

CONTACT HOURS
PER TOPIC

- C. Leadership Behavior
- D. Leadership and teamwork
- E. Decision analysis model
- F. Strategies for encouraging participative management
- G. Freeing the caged bird
- H. Team empowerment
- I. Red flags on the way to greater involvement
- J. Conclusions

XI. Chapter 11 Interteam Relations: Competition and Stereotyping 4

- A. Overview
- B. Group membership
- C. Strategies for reducing prejudice
- D. Conclusions

XII. Chapter 12 Team via Information Technology: Challenges and Opportunities 4

- A. Place-time model of social interaction
- B. Information technology and social behavior
- C. Enhancing local teamwork: Redesigning the Workplace
- D. Virtual teams
- E. Strategies for enhancing the virtual team
- F. Transnational teams
- G. Conclusions

Total 45



NOTE: Use either the Tab key or mouse click to move from field to field. The box will expand to accommodate your entry.

<i>Section 1</i>	
COURSE PREFIX AND NUMBER: <u>MAN 4120</u>	SEMESTER CREDIT HOURS: <u>3</u>
COURSE TITLE: <u>Leadership and Group Dynamics</u>	

Section 2

TYPE OF COURSE: (Click on the box to check all that apply)

<input type="checkbox"/> AA Elective	<input type="checkbox"/> AS Required Professional Course	<input type="checkbox"/> College Prep
<input type="checkbox"/> AS Professional Elective	<input type="checkbox"/> AAS Required Professional Course	<input type="checkbox"/> Technical Certificate
<input checked="" type="checkbox"/> Other <u>BAS Fire Management Degree</u>		
<input type="checkbox"/> General Education: (For General Education courses, you must also complete Section 3 and Section 7)		

Section 3 (If applicable)

INDICATE BELOW THE DISCIPLINE AREA FOR GENERAL EDUCATION COURSES:

<input type="checkbox"/> Communications	<input type="checkbox"/> Social & Behavioral Sciences	<input type="checkbox"/> Mathematics
<input type="checkbox"/> Natural Sciences	<input type="checkbox"/> Humanities	

Section 4

INTELLECTUAL COMPETENCIES:

<input checked="" type="checkbox"/> Reading	<input checked="" type="checkbox"/> Speaking	<input checked="" type="checkbox"/> Critical Analysis	<input checked="" type="checkbox"/> Quantitative Skills	<input checked="" type="checkbox"/> Scientific Method of Inquiry
<input checked="" type="checkbox"/> Writing	<input checked="" type="checkbox"/> Listening	<input checked="" type="checkbox"/> Information Literacy	<input checked="" type="checkbox"/> Ethical Judgment	<input checked="" type="checkbox"/> Working Collaboratively

<i>Section 5</i>		
LEARNING OUTCOMES		METHOD OF ASSESSMENT
•	Identify, define and apply concepts and terms common to the leadership process	oral and written exams
•	students will apply analytical, critical thinking and problem solving skills given case studies.	oral and written exams
•	students will apply various analytical, critical thinking and problem solving skills that are needed for working in various group settings	peer evaluations of each case study, oral and written exams
•	apply analytical, critical thinking and problem solving skills in dealing with small and large group dynamics	peer evaluations, oral and written exams

<i>Section 6</i> Name of Person Completing This Form: <u>Richard Nelson</u>	Date: <u>8-10-06</u>
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