



## Justice Institute of British Columbia COURSE OUTLINE

**Course Code:** ABLD200  
**Course Title:** Aboriginal Organizational Development  
**Prerequisite Courses:** Aboriginal Leadership Certificate  
**Sponsoring Division:** Centre for Aboriginal Programs & Services  
**Previous Course Code & Title:** Same  
**Course Effective Date:**

<b># of Credits:</b>	3
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### Course Description:

Effective management in Aboriginal organizations involves a critical analysis of goals, strategies, structures, technologies, organizational wellness and the external environment of the organization. The skills to manage organizational conflict, politics, change, information, and organizational cultures are imperative for effective management. This course is an introduction to the study of human behaviour in organizations and the relationship between structure and behaviour. Topics include models of individual behaviour; perceptual processes; satisfaction; equity and quality of working life; group performance and organizational effectiveness. The application of theories combined with the conceptual tools will be used to analyze several case studies. Community-based planning will examine numerous approaches and techniques while exploring how these might be integrated and applied to the learners' organizations.

### Course Goal(s):

The learners will apply theories and concepts to maximize the effectiveness and the performance of the organization and community.

### Course Learning Objectives:

*Upon successful completion of this course, the participant will be able to:*

- Identify current theories of organizational behaviour
- Examine management theories and analyze the impact on organizational and community environments
- Compare the strengths and weaknesses of a wide range of organizational structures
- Discuss managing behaviour through learning and reinforcement
- Describe the impact of organizational culture on organizational development and personal effectiveness.
- Develop strategies to maximize organizational wellness
- Create mission and value statements reflecting the organizational or community norms

- Develop a code of conduct
- Demonstrate the ability to build and manage teams
- Identify strategies to manage organizational change

**Course Topics/Content:****1. Overview of Organizational Behaviour****2. Managing an Organization**

- Management roles
- Organizational Learning
- Perception and Personality
- Attribution Theory
- Personality
- Values and Attitudes in the Organization
- Personal Values
- Performance
- Motivation
- Goals
- Management by Objective
- Motivating specific Organizational goals
- Human Resources and planning
- Motivating Organizational Change

**3. Strategic Planning****4. Understanding Group Behaviour**

- Group Development Models
  
- What Makes Groups work
- What Makes dysfunctional Groups
- Building Better Work Groups
- Intergroup Relations
- Impact of Trauma on Group Behaviour
- Impact of Culture on Group Behaviour

**5. Organizational Communication****6. Decision Making**

- Linking Perception and Individual Decision Making
- Theories of Decision making
- Rational Decision-Making
- Bounded Rationality
- Intuition
- Problem Identification
- Constraints Affecting Decision Making
- Group Decision Making
- The Influence of Leaders and Elders on Decision Making
- Creativity in Organizational Decision Making



**7. Power and Politics**

- Definition of Power
- Contrasting Leadership and Power
- Coercive Power
- Reward Power
- Legitimate Power
- Expert Power
- Referent Power
- Dependency
- Empowerment
- Coalitions
- Abuse of Workplace Power

**8. Organizational Culture**

- Institutionalization
- Creating and Sustaining a Healthy Culture
- How Employees Learn Organizational Culture
- Changing Organizational Culture

**Text and Resource Materials:**

**Required:**

**Required:**

Boggs, R.L. (2002) *Honored Feathers of Wisdom: Attributes for Personal and Organizational Growth*. Creative Solutions Tkreations.

Schaeff-Wilson, A. (1998). *The Addictive Organization*. Canada: Harper Collins.

**Learning Resources**

Schein, E.H. (1992) *Organizational Culture and Leadership*. San Francisco, CA: Jossey

**Course Level:**

	First Year	X	Second Year		Third Year		Fourth Year
	Other (describe):						

**Equivalent Course(s) within the JIBC:**

**Class Delivery Methods:**

Some courses are delivered using a range of methods within one class (course section) or alternative methods in different classes. Please outline the most common delivery options used for this course. The total class hours should be the same for each option.

Delivery Methods	Class Option A (Hours)	Class Option B (Hours)	Class Option C (Hours)	Class Option D (Hours)
Classroom/Lecture/Discussion	42			
Simulation/Lab				
Practicum/Fieldwork				
Online				
Correspondence				
<b>Total Class Hours</b>	42			

**Comments on Delivery Methods:**

Face to Face

**Related Program(s):** (where applicable)

**Credit Transfer exists at:** (List Institutions with official transfer agreements and name equivalent courses)

**Course Grading System:**

Check the system that applies to this course:

X	Letter Grades	Percentage	Pass/Fail	Credit/No Credit
	Complete/Incomplete	Attendance Only	Not Applicable	

<b>Passing Grade:</b>	C
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*JIBC Standard Grading Scale for Letter, Grade Point and % Grades:*

Letter Grade	Grade Points	% Range	Letter Grade	Grade Points	% Range
A+	4.33	90-100	C+	2.33	64-67
A	4.00	85-89	C	2.00	60-63
A-	3.67	80-84			
B+	3.33	76-79	C-	1.67	56-59
B	3.00	72-75	D	1.00	50-55
B-	2.67	68-71	F	0.00	0-49

**Evaluation Activities and Weighing:** (complete the %'s which apply – total must equal 100%)

Final Exam	40%	Assignments	50%	Project	%	Capstone Project	%
Midterm Exam	%	Portfolio	%	Participation	10%	Other	%
Quizzes/Test	%	Simulations	%	Practicum	%	TOTAL	100%



**Comments on Evaluation:**

In order to receive an evaluation or grade, learners must participate in class, and complete the written assignments and exams.

Students who are unsuccessful in any formal evaluations may apply to the Program Coordinator for one opportunity to re-write it. Students must arrange to re-write the exam within 10 days of the original exam.

**Other Course Guidelines, Procedures and Comments:**

Late assignments will not be accepted for marking without prior permission of the lead faculty member. A student who misses assignments, quizzes, projects or exams, may, at the discretion of the lead faculty, complete the work missed.

**View the Justice Institute of BC Policies listed below at:**

[JIBC | About JIBC | Policies](#)

Access Policy  
Harassment Policy  
Prior Learning Assessment Policy  
Student Code of Conduct

Academic Appeals Policy  
Intellectual Property Rights Policy  
Research on Human Subjects: Ethics  
Student Records