



Justice Institute of British Columbia COURSE OUTLINE

Course Code: ABLD201
Course Title: Aboriginal Management and Practice
Prerequisite Courses: Aboriginal Leadership Certificate
Sponsoring Division: Centre for Aboriginal Programs & Services
Previous Course Code & Title: Same
Course Effective Date:

# of Credits:	3
----------------------	---

Course Description:

Management is often defined as getting things done through the resources you have available. These resources include time, money, equipment, people and strategic alliances/partnerships. This course will explore the criteria for effective leadership in numerous positions of responsibility including management and supervisory roles. Learners will also examine management theory and its application in Aboriginal organizations and communities. Combined with hands on practice, learners will create strategic plans; work with decision-making models, use risk assessment tools, conduct performance evaluations, and implement strategies to motivate others.

Course Goal(s):

The learners will apply theory and tools to demonstrate effective management practices.

Course Learning Objectives:

Upon successful completion of this course learners will be able to:

- Discuss the management theory and its application to Aboriginal contexts
- Identify the strategies and challenges that enhance or impair team performance
- Evaluate and apply concepts for effective management,, strategic planning and performance evaluation
- Examine the impact of change.
- Formulate plans, risk assessment and evaluation strategies to meet the needs of a changing environment
- Identify and assess the criteria required for effective strategic alliances and partnerships
- Develop a variety of partnership instruments (contracts, memos of understanding, letters of understanding, and letters of intent)



Course Topics/Content:

- 1. Introduction to Management**
 - History of Management
 - Management Theory
 - Operations Management
 - Services Management
- 2. Management Environments**
 - Corporate Structure
 - Political Environments
 - Technological Environments
- 3. Planning**
 - Goal Setting
 - Organizational Planning
 - Strategic Planning
- 4. Managerial Decision Making**
- 5. Fundamentals of Organizing**
 - Using Structural Change
 - Change and Development
- 6. Human Resource Management**
- 7. Performance evaluations**
- 8. Teamwork in organizations**
 - Leadership
 - Motivation
- 9. Quality Control**
- 10. Culture and its effects on organizations**
- 11. Reward systems**
- 12. Managing Diversity**
- 13. Information Systems Technology**
- 14. Evaluating Resources**
 - Building Resource Strength
 - Analyzing Organizational Ability
- 15. Policy and Operational Planning**
- 16. Partnerships, strategic alliances**
 - Criteria
 - Tools



Text and Resource Materials:

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				
Total Class Hours	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		

Passing Grade:	C
-----------------------	---

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