

Justice Institute of British Columbia
COURSE OUTLINE

Course Code:	MGMT132
Course Title:	Team Building Tactics: Making the Whole Greater than the Sum
Prerequisite Courses:	None
School:	Community and Social Justice
Division/Academy/Centre:	Centre for Leadership
Previous Course Code & Title:	
Course First Offered:	December 2004

# of Credits:	1.0
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Course Description:

Teams are an essential part of a productive, efficient, and nurturing workplace. A bad team can be toxic; a good team can create positive experiences for employees and lead to greater accomplishments and levels of productivity than would be possible for individuals on their own. Learn methods to ensure group harmony; develop techniques to differentiate the personal from the professional; and encourage group members to energize each other. Explore some of the defined roles of a team, including difficult and uncooperative group members, and learn how individuals can change roles. Discover strategies to discourage typecasting and stereotyping, and find out how to delegate in a team setting.

Course Goal(s):

At the end of this 2-day, 14-hour program participants will learn practical team building skills that encourage productivity and job satisfaction

Learning Outcomes:

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

1. Maximize the greatest strengths of a group, and implement methods to ensure group harmony
2. Develop techniques to differentiate the 'personal' from the 'professional', and how to get group members to 'energize' each other
3. Describe the hidden dangers of teams - when and how can things go wrong, and how are these situations best avoided
4. Explore some of the defined roles of a team, including difficult and un-cooperative group-members; how individuals can change roles, and what strategies can be used to discourage
5. 'Typecasting' and 'Stereotyping'
6. Identify and solve 'in-group' / 'out-group' stalemates

7. Explore effective techniques for brainstorming and highlight its effect on group cohesion
8. Describe the concept of 'power' - what it is and what it's not
9. Develop the skills of delegation in team settings

Course Topics/Content:

- Definition of a team.
- Behaviours that help/hinder a group
- Dealing with negative team body language
- The stages of team growth and the emergence of roles and rights.
- Key team skills
- What's "trust got to do with it"
- Delegation
- Fears of team members

Text and Resource Materials:

Use APA style; specify chapters where applicable. ([APA Style Guidelines](#))

Required:

Recommended:

Course Level:

	First Year		Second Year		Third Year		Fourth Year
	Graduate		Other (describe): Professional Path				

Equivalent Course(s) within the JIBC: None

Class Delivery Methods:

Delivery Methods	Class Option A (Hours)	Class Option B (Hours)	Class Option C (Hours)	Class Option D (Hours)
Classroom/Lecture/Discussion	7			
Simulation/Lab	7			
Practicum/Fieldwork				
Online				
Correspondence				
Total Class Hours	14			

Comments on Delivery Methods:

This course is participatory in nature and includes a variety of small group discussions, role plays, assessment instruments and large group discussion/lecture.

Course Grading System:

	Letter Grades		Percentage		Pass/Fail
	Complete/Incomplete		Attendance Only		

Passing Grade:	Pass
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Evaluation Activities and Weighting:

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

Comments on Evaluation Activities and Weighting: You must attend the full course to receive credit

Other Course Guidelines, Procedures and Comments: None

View official versions of related JIBC academic regulations and student policies in the *JIBC Calendar* on the following pages of the JIBC website:

Academic Regulations:

<http://www.jibc.ca/programs-courses/jibc-calendar/academic-regulations>

Student Academic Integrity Policy
Academic Progression Policy
Admissions Policy
Academic Appeals Policy
Evaluation Policy
Grading Policy

Student Policies:

<http://www.jibc.ca/programs-courses/jibc-calendar/student-policies>

Access Policy
Harassment Policy – Students
Student Records Policy
Student Code of Conduct Policy

JIBC Core Competencies

The JIBC promotes the development of core and specialized competencies in its programs. Graduates of our programs will demonstrate high levels of competence in the following areas:

Critical thinking

Identify and examine issues and ideas; analyze and evaluate options in a variety of fields with differing assumptions, contents and methods.

Communication, oral and written

Demonstrate effective communication skills by selecting the appropriate style, language and form of communication suitable for different audiences and mediums.

Leadership

Inspire individuals and teams to reach their potential by embracing innovation through strategic thinking and shared responsibility.

Independent learning

Show initiative by acting independently in choosing effective, efficient and appropriate applied learning, research and problem solving strategies.

Problem solving

State problems clearly; effectively and efficiently evaluate alternative solutions; choose solutions that maximize positive and minimize negative outcomes.

Interpersonal relations

Know and manage oneself; recognize and acknowledge the needs and emotions of others including those with diverse backgrounds and capabilities.

Inter-professional teamwork

Understand and work productively within and between groups, respect others' perspectives and provide constructive feedback with special attention to inter-professional relationships.

Information literacy

Recognize and analyze the extent and nature of an information need; efficiently locate and retrieve information; evaluate it and its sources critically, and use information effectively and ethically.

