



Centre for Leadership and Community Learning COURSE OUTLINE

Division: Centre for Leadership and Community Learning
Program: Individual Management/Leadership Electives
Course Code: **MGMT 154**
Course Title: **Spiral Dynamics integral: Effective Leadership That's Always One Step Ahead**

Course Effective Date:

Previous course code & title:

Required Elective **Credits:** 1.0

Total Course Hours (face-to-face): 14

Lab Hours (if any): NA

Practicum Hours (if any): NA

Delivery Method:

Face-to-face Distance Online

Prerequisites: **None**

Equivalent Course(s) within the JI:

Brief Description:

How do you lead in a workplace that is always changing? Is your leadership approach appropriate to the values and worldviews of the people you are called to lead? How do leaders develop strategies that keep them one step ahead of change?

This course will use the values framework of Spiral Dynamics integral, for leaders to discover the roots of their bio-psycho-cultural-social capacities for leadership. Participants will learn the basic developmental stages of the adaptive, evolutionary, cyclical spiral of leadership. They will gain an understanding of how leadership effectiveness is a function of adapting to both worldviews and life conditions in the workplace. In the second half of the workshop, participants will explore how they are responding to the dynamics of change and learn to recognize appropriate strategic leadership options within eight variations of change. The engagement with values and change will help leaders stay one step ahead of those they are leading. This workshop will use online self-assessment, classroom lecture and feedback, small group work, experiential exercises and/or case studies.

Evaluation Profile: Attendance only Credit / No Credit
 Complete/Incomplete Pass/Fail
 Letter Grade % Grade



Passing Grade (if applicable): Credit granted

Evaluation Methods and Percentage of Total Grade:

100% attendance during both days.

Active participation in online tools, classroom discussions, small and large groups, and activities.

Self-evaluation.

Experiential exercises.

Learning Outcomes / Goals:

At the end of the 14 hours, 2 day program participants will have a framework for values and a model for change that allows them to view their leadership life conditions in terms so they can stay one step ahead of the flex and flow of life conditions.

Learning Objectives:

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

Complete the online values assessment and gain lenses for their own values.

Recognize the basic constructs of the values framework: levels of complexity; bio-psycho-cultural-social; express self / sacrifice self; acceptance / rejection.

Complete the online change assessment and gain perspectives of their own state of change.

Describe the basic states of change.

Recognize the eight variations of change.

Identify the elements that keep a leader one step ahead of those they are leading in a dynamically changing workplace.

Course Topics/Content:

Understanding the framework of Spiral Dynamics integral.

Interpreting the results of your Values Test.

Discovering the spiral of values inside of the leader in you.

Recognizing preferences for value sets.

Mapping your worldviews through your values.

Understanding the dynamics of the change model.

Interpreting your current experience of change states.

Seeing the eight variations of change.



Applying values and change to effective leadership.

Understanding the meaning for leaders of “one step ahead”.

Text and Resource Materials:

Required: *online Values Test; online Change State Indicator*

Recommended: *Leadership (Read any or all of the quadrants: QOL Citizen, City Managers, Foundations, Developers) : <http://www.integralcity.com/index.html>*

Spiral Dynamics integral: <http://www.wie.org/j22/beck.asp?page=6>

Comments and Course Policies:

Evaluations:

Course outline changes: *All changes to course outlines communicated to learners in class.*

JI Policies refer to website:

www.jibc.bc.ca/studentsservices/main/academicsservices/policies.htm