

**Justice Institute of British Columbia
COURSE OUTLINE**

Course Code: MGMT168
Course Title: Strengthening Organizational Capacity; Asking Life's Important Questions at Work
Prerequisite Courses: none

Sponsoring Division: Leadership and Management

Previous Course Code & Title:

Course Effective Date: June 1, 2007

# of Credits:	1
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Course Description:

The truth is we spend more time at work than with our families, with our friends, or in the natural world; if we are not asking the big questions of what it means to be fully human at work, we may not ask them at all.

Organizational success depends on the health and welfare of the interconnected web of individuals who comprise the larger whole.

When we learn how to identify and meet the fundamental and universal needs of the individual human beings who ultimately *are* the organization, we in turn, identify and meet the fundamental needs and goals of the organization as a whole.

During this two day course, we will ask the questions and identify the needs that, when addressed, create the foundations necessary to achieve full, meaningful individual and organizational potential.

Course Learning Objectives:

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

1. Introduce and explore established models which help us define and meet our most essential needs (Non-violent Communication, Circle of Courage)
2. Appreciatively inquire into our differences and how, when we acknowledge the common platform of questions and needs upon which we all stand, this awareness of diversity can actually serve to bring us closer together.
3. What are the larger themes and metaphors that guide us in our relationship with ourselves, with others, with our lives, and with our work?
4. How can awareness of these larger themes bring us into full conversation with who we are and how we contribute to organizational success?
5. Explore models of organizational design and learning that address these questions.

Course Topics/Content:

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
	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	7			
Simulation/Lab				
Practicum/Fieldwork				
Online				
Correspondence				
Total Class Hours				

Comments on Delivery Methods:

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:

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

Passing Grade:	
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JIBC Standard Grading Scale for Letter, Grade Point and % Grades:

Letter Grade	Grade Points	% Range
A+	4.33	90-100
A	4.00	85-89
A-	3.67	80-84
B+	3.33	76-79
B	3.00	72-75
B-	2.67	68-71

Letter Grade	Grade Points	% Range
C+	2.33	64-67
C	2.00	60-63
C-	1.67	56-59
D	1.00	50-55
F	0.00	0-49

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

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

Comments on Evaluation:

Other Course Guidelines, Procedures and Comments:

View the Justice Institute of BC Policies listed below at:

<http://www.jibc.bc.ca/studentServices/main/AcademicServices/policies.htm>

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