



Justice Institute of British Columbia COURSE OUTLINE

Course Code:	MGMT184
Course Title:	Fostering Critical Thinking in the Workplace
Prerequisite Courses:	None
Sponsoring Division:	Community and Social Justice Division (Centre for Leadership)
Previous Course Code & Title:	
Course Effective Date:	September 2009

# of Credits:	1.0
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Course Description:

Successful leaders have one thing in common – at the core of their learning style is a routine examination and challenging of those taken-for-granted assumptions that inform their approach to decision-making and relationships. In this workshop, you'll explore the value of critical thinking in successful leadership. Using a powerful but simple critical thinking model, you'll learn to identify and explore your assumptions and their link to the effectiveness of your problem solving, decision making, relationship building and management of people and teams. Assess your own thinking styles and appreciate those of others. Use interpersonal and self-assessment tools to develop new perspectives. Gain new tools to handle resistance and persistence when new assumptions are tested. The outcomes will have a direct impact on your working and personal lives and will enhance your personal effectiveness.

Course Goal(s): Learners will be able to apply a critical-thinking framework to their decision-making process.

Course Learning Objectives:

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

- use a critical thinking model to identify, critically examine, and challenge taken-for-granted assumptions
- identify personal assumptions informing problem-solving and decision making strategies and their impact on relationships, managing others and leading teams
- assess your own thinking styles and appreciate those of others
- use interpersonal and self-assessment tools to reintegrate these new perspectives

Course Topics/Content:

- Introduction to IFRAME critical thinking model (IFRAME: Inciting Incident, Feelings, Reflection, Assumptions, Meaning, Execution)
- Apply model to your values, beliefs, perceptions and their impact on relationships, actions and decisions



- Self-motivation and keeping a positive bias
- Identification of cognitive styles and their role in the process of critical thinking
- Identify implications of revised assumptions and deploying changes
- Tools to handle resistance and persistence when new assumptions are testing
- Action planning

Text and Resource Materials:

Required:

IFRAME: A Manager's Guide to Critically Balanced Thinking by Shawn Ireland and Lorne Kelton (2008). Book fee not included in listed course price. Please contact Registration for more information.

Recommended:

Course Level:

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

Equivalent Course(s) within the JIBC: None

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	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.

Related Program(s):

This is an elective course in the Foundations for Effective Management and Leadership Certificate.



Credit Transfer exists at:

Please contact the Centre for Leadership Program Coordinator for more information.

Course Grading System:

Check the system that applies to this course:

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

Passing Grade:	Credit Granted
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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	%	Assignments	X%	Project	%	Capstone Project	%
Midterm Exam	%	Portfolio	%	Participation	X%	Other	%
Quizzes/Test	%	Simulations	X%	Practicum	%	TOTAL	100%

Comments on Evaluation: You must attend the full course to receive credit.

Other Course Guidelines, Procedures and Comments: None

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