

Justice Institute of British Columbia COURSE OUTLINE

Course Code: MGMT192

Course Title: Inclusive Leadership: Building Cultural Intelligence in the Workplace

Prerequisite Courses: N/A

School: School of Community and Social Justice

Division/Academy/Centre: Centre for Leadership

Previous Course Code & Title:

Course First Offered: September 2011

# of Credits:	1
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Course Description:

In a world that is becoming increasingly interconnected and complex, leaders need to effectively work with diversity and create inclusive organizations in order to succeed. Research shows that if supported appropriately, diverse workforces are more creative, innovative and successful than mono-cultural, homogenous workforces. The most effective leaders are those with Cultural Intelligence (CI) and Emotional Intelligence (EI). This two day course will explore issues of culture and difference, and how they impact the management of diversity and the creation of an inclusive workplace. You will reflect on your own experience of diversity, and challenge your assumptions and stereotypes. This highly interactive course will help build your Cultural and Emotional Intelligence and move you from “managing” diversity as merely a business imperative, to developing the knowledge and tools needed to value difference and foster inclusion.

Course Goal(s): At the end of this two day courses, you will have a better understanding of ways to increase inclusion in your workplace.

Learning Outcomes:

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

- Explain the importance of cultural intelligence as a leadership skill
- Understand the role of culture and/or diversity in the workplace
- Examine stereotypes and bias in interpreting behaviour
- Explore the value of engaging diversity for organizational effectiveness and success
- Describe best practices for creating an inclusive organization

Course Topics/Content:

- Understanding emotional intelligence and cultural intelligence
- Cultural lenses and bias
- Barriers to creating inclusive organizations
- Working with differences
- Business case for building inclusive organizations

Text and Resource Materials: N/A

Required:

Recommended:

Course Level:

x	First Year		Second Year		Third Year		Fourth Year
	Graduate		Other (describe):				

Equivalent Course(s) within the JIBC:

Class Delivery Methods:

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

Comments on Delivery Methods:

Course Grading System:

	Letter Grades		Percentage	x	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	100%	Other	%
Quizzes/Test	%	Simulations	%	Practicum	%	TOTAL	100%

Comments on Evaluation Activities and Weighting:

This course is participatory in nature. 100% attendance is required to pass this course.

Other Course Guidelines, Procedures and Comments:

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.

Problem solving

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

Communication, oral and written

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

Interpersonal relations

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

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.

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.