CONESTOGA

COURSE OUTLINE

Course Interpersonal And Group Dynamics (2013-2014)

Code / Version COMM1030 (100)

Total Hours 45

Credits 3

PreRequisite(s)

CoRequisite(s)

Course Description

This introductory course uses an experiential approach to learning, focusing on the understanding of individuals and their relationships with others in a group setting. The students will study human social behavior through effective member role and leader role performance, norm development, goal setting, communication, conflict management, team building, critical discussion, decision making, problem solving, and performance evaluation in an institutionalized setting.

PLAR Eligible: Yes

Course Outcomes

Successful completion of this course will enable the student to:

1. Perform various designated roles within a group experience.
2. Carry out various styles of leadership within a group setting.
3. Contract norms for effective group performance.
4. Set group goals for both task and relationship aspects of group life.
5. Demonstrate effective oral communication practices within a group.
6. Employ effective conflict management skills within a group.
7. Apply effective team-building strategies to promote group cohesion.
8. Practice critical discussion to generate ideas within a group.
9. Use effective decision-making and problem-solving strategies in a group.
10. Evaluate practices within a group.

Essential Employability Skills addressed in this course			X
Communication	n	Communicate clearly, concisely and correctly in the written, spoken, and visual form that fulfills the purpose and meets the needs of the audience	X
	n	Respond to written, spoken, or visual messages in a manner that ensures effective communication	X
Numeracy	n	Execute mathematical operations accurately	X
Critical Thinking and Problem Solving	n	Apply a systematic approach to solve problems	X
	n	Use a variety of thinking skills to anticipate and solve problems	X
Information Management	n	Locate, select, organize, and document information using appropriate technology and information systems	X
	n	Analyze, evaluate, and apply relevant information from a variety of sources	X
Interpersonal	n	Show respect for the diverse opinions, values, belief systems, and contributions of others	X
	n	Interact with others in groups or teams in ways that contribute to effective working relationships and the achievement of goals	X
Personal	n	Manage the use of time and other resources to complete projects	X
	n	Take responsibility for one's own actions, decisions, and consequences	X

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General Education Themes addressed in this course			X
Arts in Society	n	Provides individuals with an understanding to recognize and evaluate how artistic expression enhances their cultural and self-awareness.	
Civic Life	n	Provides and individual with knowledge of Civil Life in relation to diverse communities at the local, national, and global levels, and an awareness of international issues and the effects of these on Canada, and on Canada's place in the international community.	
Personal Understanding	n	Provides individuals with the skills for life-long understanding and development of themselves as integrated physiological and psychological entities.	X
Science and Technology	n	Provides an understanding of the behaviour of matter and energy which gives them a foundation for further scientific study and the creation of broader understanding about natural phenomena.	
Social and Cultural Understanding	n	Provides an awareness gained from historical contexts and current patterns and precedents of an individual's place within contemporary cultural and society.	

Unit Outcomes

Successful completion of the following units will enable the student to:

1.0   Perform Various Designated Roles Within A Group.

    1.1   Distinguish between designated roles and emergent roles.

    1.2   Function as a designated group leader.

    1.3   Function as a designed group recorder.

    1.4   Function as a designated group reporter.

    1.5   Function as a designated group process observer.

    1.6   Employ effective task-oriented actions in the performance of roles.

    1.7   Employ effective relationship-oriented actions in the performance of roles.

    1.8   Assume responsibility for contributing toward the effectiveness of the group.

2.0   Carry Out Various Styles Of Leadership Within A Group.

    2.1   Describe the autocratic style of leadership.

    2.2   Describe the laissez-faire style of leadership.

    2.3   Describe the democratic style of leadership.

    2.4   Identify a variety of situations in which each style is appropriate.

    2.5   Describe various task-oriented leadership behaviours.

    2.6   Describe a variety of relationship-oriented leadership behaviours.

    2.7   Demonstrate appropriate leadership in a group.

3.0   Contract Norms For Effective Group Performance.

    3.1   Define norms.

    3.2   Describe various processes for establishing group norms.

    3.3   Establish appropriate norms for a particular group experience.

    3.4   Establish appropriate sanctions for a particular group experience.

    3.5   Describe factors that promote commitment to group norms.

    3.6   Function within established set of group norms.

    3.7   Appreciate the challenges of setting and maintaining group norms.

4.0   Demonstrate Group Goals And Objectives For Both Task And Relationship Aspects Of Group Life.

    4.1   Define goals and objectives.

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    4.2   Establish measurable objectives.

    4.3   Establish operational goals.

    4.4   Distinguish between individual and goals and group goals.

    4.5   Describe the significance of goals for effective group performance.

5.0   Employ Effective Communication Practices Within A Group.

    5.1   Describe several rules for sending message effectively.

    5.2   Describe several rules for receiving message effectively.

    5.3   Describe several rules for providing feedback.

    5.4   Use effective communication strategies within a group.

6.0   Employ Effective Conflict Resolution Strategies To Conflicts Of Interest Within A Group.

    6.1   Describe various conflict styles.

    6.2   Identify appropriate situations for the use of these styles.

    6.3   Describe the steps of an effective conflict management process.

    6.4   Distinguish between conflicts of interest and constructive controversy.

    6.5   Use effective conflict resolution strategies to manage conflict in a group.

7.0   Apply Critical Discussion To Generate Ideas Within A Group.

    7.1   Distinguish between constructive controversy and conflicts of interest.

    7.2   Describe a process for generating constructive controversy.

    7.3   Understand the relationship between constructive controversy and effective decision-making and problem-solving.

    7.4   Describe groupthink and identify its negative impact on groups.

    7.5   Recognize constructive controversy as an effective antidote to groupthink.

8.0   Practice Decision-Making And Problem-Solving Strategies In A Group.

    8.1   Describe a variety of decision-making methods.

    8.2   Explain the appropriate use of these methods.

    8.3   Describe the problem-solving process.

    8.4   Use effective decision-making and problem-solving strategies to solve a group problem.

9.0   Use Effective Team-Building Strategies To Promote Group Cohesion.

    9.1   Define inclusion, acceptance, support and trust.

    9.2   Explain the significance of these aspects of group life for developing cohesion.

    9.3   Distinguish between supportive and defensive climates within groups.

    9.4   Use various strategies for building cohesion among group members.

10.0   Evaluate Practices Within A Group

    10.1   Describe the importance of performance evaluation within a group.

    10.2   Describe the characteristics of constructive criticism.

    10.3   Describe the strategies for evaluating group task achievement.

    10.4   Describe strategies for evaluating group relationship development.

    10.5   Use a variety of strategies to evaluate group performance.

Required Student Resources

Bjorkquist, Bruce. Interpersonal and Group Dynamics: A Practical Guide to Building an Effective Team (2nd). Edmond Montgomery Pub.

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Optional Student Resources

Evaluation

The minimum passing grade for this course is 55 (D).

In order to successfully complete this course, the student is required to meet the following evaluation criteria:

Theory Test (3x10%)	30.00
Practice Evaluations (5x12%)	60.00
Assignment	10.00
	100.00 %

Other

Conestoga College is committed to providing academic accommodations for students with documented disabilities. Please contact the Accessibility Services Office.

Attendance: This course requires ongoing group work, and it is expected that the student will attend all classes and participate responsibly and professionally.

Absence: Excessive unauthorized absence means absence from 12% or more of scheduled class hours. Grade reduction or failure in the practice component will result, if absence is excessive and unauthorized.

"Academic integrity is expected and required of all Conestoga students. Students are responsible and accountable for personally upholding that integrity. Academic dishonesty will not be tolerated, and students found guilty in any way will be disciplined in accordance with this policy" (Conestoga College Student Procedures Guide).

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