

## Working title and topical theme of proposed course

Designing for Kw'seltktnéws (Belonging): Creating cultures for life-long learning, resilience, and adaptation in uncertain futures

Topical Themes:

- Design thinking
- Organizational culture
- Designing for belonging
- Creativity
- Resilience
- Leadership
- Learning theory
- Life-long learning
- Placemaking

Suggested level of course: 2nd, 3rd or 4th year.

3<sup>rd</sup> year

## Draft calendar description

This course explores the intersection of organizational theory, design thinking, and learning theory to equip participants with the skills to foster adaptive and resilient teams and places in today's rapidly changing world. The curriculum is structured around four key learning objectives: co-design and collaborative leadership, designing places of belonging, life-long learning for adaption and resilience, and creating meaningful change with others.

By the end of this course, participants will emerge with an understanding of how one might navigate and co-create spaces, teams, or organizations centred around belonging and learning to actively address social and environmental challenges. Through hands-on experiences, reflection, discussions, and real-world applications, students will gain the knowledge and skills needed to drive meaningful change and foster resilient, adaptive teams, places, and organizations.

## Draft course learning outcomes

1. Apply organizational theory to effectively co-design and manage a team focused on innovation, ensuring alignment with specific goals.
2. Analyze characteristics of various places and cultures in terms of their impact on fostering a sense of belonging.
3. Apply design principles to co-creating cultures of belonging, demonstrating an understanding of how these principles can be customized for diverse communities and contexts.
4. Experiment with prototyping and project-based learning strategies to foster self-efficacy, encourage creativity, and support individual life-long learning.
5. Apply design methodologies to address complex real-world problems, demonstrating a practical understanding of how to approach and solve challenges.

### Brief, one paragraph description of learning experiences, projects, nature of assignments

- Practice of reflection: Throughout the semester student will regularly engage with a practice of self-reflection to develop the ability to move from reflection-on-action to reflection-in-action, to better self-regulate in challenging moments.
- Develop a comprehensive team charter that not only reflects the values of team members but also outlines actionable commitments to embody those values.
- Collaborative Group project – this might include mapping out an existing organization's design in order to make suggestions to improve belonging or it might be the development of an ideal model. Students might also develop tools and experiences to experiment with belonging.
- Class tours of campus and community spaces, such as the TRU Library Makerspace, Cplul'kw'ten, The Stir and Kamloops Food Policy Council.

### Examples of some topics or literature that might be explored in the course.

#### Some topics:

- Organizational theory and design
- Cultures of belonging
- Design methodologies

#### Some literature:

- (Lipmanowicz & McCandless, 2013)
- (Martin & Hanington, 2012)
- (Sanders & Stappers, 2012)
- (Wise, 2022)
- Self-guided workshops: <https://organizationunbound.org/in-practice/>
- Invitation of scholars and practitioners to talk about their experiences in this space.

### CV of the instructor(s)

See attached: Franklin Sayre and Cheryl Gladu

Departmental approval from Chair, indicating departmental willingness to provide a future workload release to teach the new course in the 2025/26 or 2026/27 academic year, for which the department will be compensated.

### References

Lipmanowicz, H., & McCandless, K. (2013). *The Surprising Power of Liberating Structures: Simple Rules to*

*Unleash a Culture of Innovation*. Liberating Structures Press.

Martin, B., & Hanington, B. M. (2012). *Universal methods of design: 100 ways to research complex*

*problems, develop innovative ideas, and design effective solutions* (Digital ed). Rockport

Publishers.

Sanders, E., & Stappers, P. J. (2012). *Convivial Toolbox: Generative Research for the Front End of Design* (p. 312). BIS Publishers.

Wise, S. (2022). *Design for belonging: How to build inclusion and collaboration in your communities* (First Edition). Ten Speed Press.