

MGT 4192 - IMPACT FORUM
Fall 2012

INSTRUCTOR	Dr. Kelly Grace
Office	Technology Square 4147 Directions: Take the atrium elevators to the 4 th floor. Go straight out the doors and continue down the hallway past the Wall Street exhibit. At the glass wall, turn left following the "parking deck" arrows. Turn right at the main hallway. My office is the first door on your right.
Availability	My regular office hours are Monday and Wednesday from 10:05-10:55. If I am in the office, feel free to drop in. I am also available by appointment.
E-mail	kelly.grace@mgt.gatech.edu I generally respond to all e-mails within one business day. To facilitate a response, please include the phrase MGT4192 in your subject heading.
Phone	Office: 404-894-4381 Cell: 770-317-5711
COURSE PURPOSE	<p>Each individual has a unique capacity to contribute his or her expertise, talents, insights, and experiences to create a significant IMPACT in his or her life and in the lives of others. The objectives of this course are to:</p> <ul style="list-style-type: none"> ❖ Investigate, discuss, and develop key knowledge and skills for creating personal IMPACT. Examples of these competencies include <ul style="list-style-type: none"> ➤ Self-Awareness - the knowledge of self; also, knowledge of a broad range of perspectives, points of view, and possibilities. ➤ Critical-thinking - the ability to investigate and assess situations, opinions, and actions. ➤ Communication - the ability to write and speak in a way that ensures one's message is received with the intended content and emotion; the ability to listen in a way that stimulates open and frank exploration of ideas and feelings. ➤ Leadership - the ability to attain the voluntary participation of others in an effort to reach goals. ➤ Teamwork - the ability to work with others to accomplish goals. ➤ Change - the knowledge and ability to identify and execute change. ❖ Explore the concept of IMPACT across a range of environments, the world we live in, and the world we want to live in. ❖ Leverage and expand the content of the speaker series and other class activities to determine the why, when, where, and how of making an IMPACT.

Course Description The course is organized into two conceptual sections:

Personal Competence. The purpose of this section is to create awareness of the personal attributes we bring to our lives and to the lives of others. Readings, class exercises, and discussions focus on personal and interpersonal concepts and skills.

IMPACT examples. The purpose of this section is to present organizations and individuals that have had an IMPACT. The IMPACT series, readings, class exercises, and discussions focus on exploring the range, attributes, and effect of the examples.

The purpose of the speaker series is to expose students to individuals and organizations that have had an IMPACT. Through their personal views, the speakers address the concepts of innovation, leadership, and IMPACT. Through the presentations and question/answer periods that follow, students have a first-hand opportunity to hear and understand a broad range of environments, concepts, approaches, styles, and results. The IMPACT speaker series is a key component of the class. It is generally held on Wednesday.

The premise of this course is that IMPACT is both a noun (what we create) and a verb (how we create). As a result, the course requires that students participate fully with themselves, with other students in small groups, with the full class, and with the speakers. The class incorporates a range of learning environments to support the students. *The conceptual sections listed above are not always linear or sequential.* Opportunities for learning that arise will be seized and incorporated into class dialogue.

Course Structure The class is scheduled to meet Mondays and Wednesdays from 4:35 - 5:55. When an IMPACT speaker is scheduled, you are expected to attend the series from 4:30 - 6:00 in the LeCraw Auditorium on the first floor of Tech Square. On days when no speaker is scheduled, the class will meet in the classroom. You are dismissed from the speaker session when the question & answer period is finished.

Changes will be announced on T-Square. If a speaker's schedule changes, we will adjust our class schedule with class still being held.

This is not a lecture-based class. As I've put together the syllabus and considered the pedagogy, I realize the primary focus is on personal growth and development. The speakers and classes will expose you to a variety of topics and ideas. The assignments encourage introspection and application. *This is one of the classes where you'll get out what you put in.*

Course Materials Rath, Tom. (2007). Strengths Finder 2.0. Gallup Press: New York. You must purchase a new version so you have the code which will allow you to complete the Strengths Finder on-line assessment. Available through Amazon, Barnes & Noble

Course packet from Xanadu. I'll send out an e-mail when it becomes available.

**STUDENT
EVALUATION**

To determine your final grade, I will evaluate the following contributions:

Papers	50%
Initial Reflection Paper	2%
Reading & Speaker IAGs (10)	33%
Final Reflection Paper	15%
Group Project 1: Book presentation	15%
Group Project 2: Making an impact	15%
Class participation	20%
Class attendance	deduction

Papers

John Dewey said that we learn by experience. Malcolm Knowles took John Dewey's premise and developed it into adult learning theory. Knowles maintained that adults learn best through reflecting on and making sense out of their experiences. We learn from experience that has been looked at, analyzed, and projected into a future situation. So, the purpose of the papers is to provide students with the opportunity to communicate what they have learned and integrate the concepts in to their lives.

Initial Reflection Paper (1)	3-5 pages	Due: Saturday, August 25, 5:00 pm
Identify, Analyze, Generalize Papers (10)	1 page	Your 10 highest-scoring IAG submissions will be counted toward your grade. Due: Most Fridays by 5:00 pm
Final Reflection Paper (1)	3-5 pages	Review of the semester. Due: Wednesday, December 12, 5:40 pm.

More detailed instructions for the papers is available on the Assignments tab in T-Square. You should submit your papers through that website. Traditional rules for writing apply, e.g., standard English rules of prose, punctuation, capitalization. I encourage you to write in the first person (e.g., I think, I learned). You generally have the option of submitting the papers inline or as an attachment. If you encounter T-Square submission problems, e-mail me the paper.

Time is of the essence. Late papers will only be accepted for 24 hours after the due time. They will suffer a penalty of two grade levels.

Class Participation

Each student is expected to participate (speak and listen) in class and small group discussions. Students are encouraged to ask questions during the IMPACT speaker series.

Participation requires preparation. I expect students to come to class having read and thoughtfully considered the materials assigned. Also, I require students to complete research on each speaker and his/her organization. What is interesting or unique about the individual or organization? What would you like him/her to address? Develop two or three questions that you would like to have the speaker answer. The purpose of the speaker research is to enhance students' analytical and critical thinking skills as well as to prepare a context within which the student can listen to the speaker.

I will grade each student's participation every class period: 0 = no participation; 1= okay contribution; 2 = nice job; 3 = WOW. I post the scores each Friday and show your total participation points as well as the class average to give you some sense of your relative status. The cut-off numbers (75% participation approximate cut-off, 80% participation approximate cut-off, etc.) change throughout the term as you and your classmates participate in class and ask questions of our speakers.

**Group Project 1:
Book presentation**

Each student will be assigned a group with which to prepare a presentation on a book. The group will select the book from a short list about the IMPACT of different people. More information will be provided and teams assigned on August 27.

**Group Project 2:
Making an impact**

Each student will be assigned a small group with a budget of \$5. The group task is to design and implement a project that has maximum impact. The group can spend as much time as it would like planning. But, once you open the envelope, the group has 24 hours to complete its "impact." You need not spend any or all the money but you cannot add any of your own to it. The deliverable is a poster (tri-fold or regular poster) of what the group did and the impact it had. Project begins with team assignment on October 22.

**Class Attendance -
deduction**

Attendance and participation are integral to the class and are considered separate topics for grading purposes.

I allow students one personal day to use as they see fit. Illness, weddings, vacations, mental health days, Greek functions, midterm or Spring Break plans, high school reunions, camping trips, weddings, and job interviews all fall into the personal day category.

Absences are cumulative and will affect your final grade as follows:

- 1 absence = Personal Day - no deduction
- 2 absences = 2 point deduction
- 3 absences = 5 point deduction
- 4 absences = 9 point deduction
- 5 absences = 14 point deduction
- 6 absences = 20 point deduction, and so on.

I will take attendance every class period and at the IMPACT speaker series.

Besides being integral to our course, these speakers are our guests and it is important to Georgia Tech's College of Management that the lectures be well attended. Check in with me before the speaker or outside the auditorium at the end of the lecture to ensure you receive attendance credit. ***If you are "attendance challenged," this course may not be a good fit for you.***

Extra Credit

There are three opportunities for extra credit.

4 points on your final grade. Introduce one of our IMPACT speakers. Unfortunately, this is limited by the number of speakers we have. I will randomly draw names for this opportunity. If you are an introducer, this is the only extra credit you will be awarded.

2 points on your final grade. Practice your Project 1 Group presentation in the SpeechWorks Lab. E-mail me two appointment options and I will make the arrangements.

2 points on your final grade. Attend all class sessions. To earn this credit, you must be present for all classes - no late, no absence, no leaving early.

MISCELLANEOUS POLICIES

Class Environment. The success of the class depends upon creating and maintaining a class environment that optimizes the learning experience. Please come to class on time with your coursework prepared, ready to participate. Until I learn your name, you are required to use a name tent for all class sessions. Given the format and content of this class, computers will not be needed during class so will not be allowed.

Academic Honesty. Students are expected to uphold the GT Academic Honor code and comport themselves within the confines of the Honor Challenge:

I commit to uphold the ideals of honor and integrity by refusing to betray the trust bestowed upon me as a member of the Georgia Tech community.

You will find information on the Honor Code at
<http://deanofstudents.gatech.edu/Honor/>