

Team Building and Group Dynamics (PSY 230)

Winter 2009 (1/9-11, 1/16-1/18)

(NOTE: 1/23-25 are alternate snow days)

Instructor: Dr. Kerrie Baker
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Office Hours: by appointment
Phone: (610) 606-4666, ext. 3426

Required Materials:

- 1) Johnson, D.W., & Johnson, F.P. (2009). Joining Together: Group Theory and Group Skills (10th edition), Upper Saddle River, NJ: Pearson Education Inc.
- 2) Ukens, L. (1998). Adventures in the Amazon. San Francisco, CA: Jossey-Bass/Pfeiffer.

Description: To provide an overview of teams and groups in a social and work context. Discussion will include: the evolution and development of teams, the emergence of member roles and leaders, decision-making and problem-solving techniques, communication processes, power and conflict issues, management of diversity, and team-building strategies. Experiential exercises will be emphasized.

Course Objectives:

- At the completion of the course, students will be familiar with the various types of groups and teams
- Students will become informed and experienced participants in group processes
- Students will gain an appreciation of the application of team principles to everyday life
- Students will become knowledgeable consumers of scientific and applied research in the field

Course Outcomes:

- Students will demonstrate their breadth and depth of knowledge of the area of groups and teams
- Students will show their identification and understanding of field-related concepts and terms
- Students will utilize critical thinking and reasoning to apply various principles to solve real-world problems that they can relate to

Teaching Format: The course will consist of lecture, discussion, and experiential exercises. You should read the assigned material **before** coming to class, so that you can be an active participant.

Attendance: You must attend ALL portions of ALL classes. Because this course is accelerated and heavily reliant on group participation, it is imperative that you be here at all times. At the start of this course, you will immediately be placed into a group that should stay in tact until the course's completion. To fully understand major concepts, you will need to participate with your group in a series of experiential exercises that correspond with the subject material. Your absence severely harms the group process. **Every 30 minutes of a class that is missed will result in an automatic deduction of 3 points of your final grade. For example, if your final average computes as a 93 and you missed 30 minutes of a class, your final average will be reported as a 90. If you missed 2 hours of a class, your final average will drop by 12 points.**

Academic Conduct: All Cedar Crest College students are expected to be familiar with and fully supportive of the college's policy regarding the honor code and academic integrity (e.g., cheating on tests, copying other students' work, plagiarism, etc.). Also, appropriate classroom behavior is expected to protect the rights of all students and faculty to a courteous, respectful classroom environment. All cases of suspected dishonesty or inappropriate classroom behavior will be officially reported to the Provost's Office for inclusion in the student's record. See pages 4-6 of CCC's Student Guide for more information regarding the enforcement of these policies. Also, students with documented disabilities who may need academic accommodations should discuss these needs with me immediately. Students with disabilities who wish to request accommodations should contact the Advising Center.

Student Evaluation: Course outcomes will be assessed for each student with an exam, case studies, group presentation, and a journal (as defined below).

Exam: One cumulative exam will be given, worth 100 points. The test will include essay questions designed to measure your knowledge, understanding, and application of textbook material, lecture, and exercises. The exam will be distributed at the end of the course and is to be completed on your own time. You must answer the questions using complete sentences, and submit a typed, double-spaced, stapled hard copy of your answers to my office **no later than 3:00 p.m. on Monday, January 26th**. No exams will be accepted after that time.

Case Studies: Your group should read and respond to 2 case studies. A series of questions will be distributed. You must answer the questions using complete sentences, and submit all responses as a typed, double-spaced paper. One hard copy of the paper should be turned in for the group. The case studies are due **no later than 3:00 p.m. on Monday, January 26th**. Late papers will not be accepted. Time outside of class will be needed to work with your group on this assignment. You will rate yourself and the other group members on the percent contribution of each group member, constituting 25% of the case study grade. Accuracy and completeness of the responses will constitute the other 75% of the case study grade for the group.

Group Presentation: *On the last day of class*, your group will make a presentation (approximately 15 minutes). Time outside of class will be needed to work with your group on this assignment. The presentation is worth a total of 100 points for each group member. You will rate yourself and the other group members, using a structured appraisal system.

Journal: You will be required to keep a journal of your thoughts and feelings as you work with your group and complete experiential exercises. Your journal should contain entries for each day, addressing your personal experiences as well as specific group and team issues as outlined on the class handout, and will be scored accordingly. It is imperative that you write in your journal **after each class**. All journal entries must be typed and double-spaced. Incomplete journals will be returned with a failing grade. Your journal will first be reviewed on Friday, January 11th *in class*. The entire hard copy of the journal should be submitted no later than 3:00 p.m. on Monday, January 26th. Late journals will not be accepted.

Grading: Your final grade will be based on an exam, case studies, a group presentation, and a journal. The grade will be calculated as a percentage of 350 possible points.

Exam	100 points
Case Studies	50 points
Group Presentation	100 points
Journal	100 points

A	93.0-100%	C	73.0-76.6%
A-	90.0-92.9%	C-	70.0-72.9%
B+	86.7-89.9%	D+	67.0-69.9%
B	83.4-86.6%	D	66.9-60%
B-	80.0-83.3%	F	below 60%
C+	76.7-79.9%		

Approximate Schedule

(Note: Keep 1/23, 1/24, 1/25 open for snow day alternatives)

<i>Date</i>	<i>Topic</i>	<i>Chapter</i>
Friday 1/9	Establishment of Your Group Group Dynamics	1
Saturday 1/10	Group Goals, Social Interdependence & Trust Communications	3 4
Sunday 1/11	Leadership Power	5 6
Friday 1/16	<u><i>(Show Journal Entries)</i></u> Decision Making	7
Saturday 1/17	Controversy & Creativity Managing Conflict	8 9
Sunday 1/18	Diversity Work Teams <u><i>(Make Group Presentations)</i></u> Group Wrap-Up	10 13
Monday 1/26 by 3:00 p.m.	<u><i>(Turn in Case Studies)</i></u> <u><i>(Turn in all Journal Entries and Exam)</i></u>	