

COURSE NAME: HRP118 Human Resources Leadership Project

Credit Value: 3
Total Course Hours: 42
Prerequisite Course(s): None
Corequisite Course(s): None

COURSE DESCRIPTION

In this course, students will discuss relevant issues that currently affect the Human Resources profession. Opportunities for mentors and HR practitioners invited to speak to students will provide the additional learning and understanding needed in terms of the work and careers in the human resources field. Students will be assigned a project by the instructor or an HR industry partner. It's expected that the skills and knowledge gained from the overall HR program will be integrated into the project. Assessment and evaluation may include the HR industry partner.

PLAR INFORMATION

This course is not eligible for Prior Learning Assessment and Recognition.

COURSE LEARNING OUTCOMES

Upon completion of this course, the student will have reliably demonstrated the ability to:

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| <p>1.0 Understand the importance of working effectively and collaboratively on a project.</p> <ul style="list-style-type: none">1.1 Demonstrate a commitment to personal time management, resource management and responsibility - meeting goals.1.2 Exhibit problem solving skills, easily adapt to different ideas and employ critical listening and speaking skills.1.3 Demonstrate critical thinking and creative thinking.1.4 Keep commitments and show reliability, punctuality and attendance at all project meetings.1.5 Consider different perspectives and needs in carrying out the project. <p>2.0 Demonstrate thorough research, thoughtful analysis and summarize information related to the project topic.</p> <ul style="list-style-type: none">2.1 Research, assemble, organize, document and report information using appropriate and varied methods.2.2 Understand the importance of setting priorities and time management in project development.2.3 Demonstrate the use and application of research software where applicable. | <ul style="list-style-type: none">2.4 Develop appropriate questions for subject matter experts that can provide support to the project.2.5 Demonstrate an understanding of how to effectively compile data to aid in decision making.2.6 Practice critical thinking about complex issues. <p>3.0 Apply Human Resources concepts and knowledge learned in HR Program.</p> <ul style="list-style-type: none">3.1 Develop HR strategic solutions to issues presented.3.2 Identify, interpret and diagnose appropriate organizational needs that require development and change.3.3 Recommend and implement development solutions to organizational problems.3.4 Discuss alternative development interventions and how organizations can benefit from these interventions.3.5 Describe the best practices and legal implications of core HR practices related to the project.3.6 <p>4.0 Demonstrate communication and presentation skills that convey thoughts and</p> |
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arguments in a professional manner.

- 4.1 Use appropriate professional language in written reports and in presentation.
- 4.2 Demonstrate the ability to be concise and articulate and adapt your communication style to the specific audience during the presentation.
- 4.3 Develop a detailed plan outlining the course of action for the immediate future and for the long term and proficiently deliver it in an oral presentation.

5.0 Understand and demonstrate the competencies of the professional standards of HR practice.

5.1 Integrating the various practice areas of HR together into a coherent response to a challenge or issue.

5.2 Recognize the importance of reflective practice by critically assessing all research and justifying decisions before making recommendations.

5.3 Integrate professional practices such as consulting with team members to find optimal business solutions and considering different perspectives and needs in carrying out HR activities.

GENERAL EDUCATION

This is not a General Education course.

ESSENTIAL EMPLOYABILITY SKILLS OUTCOMES

This course contributes to the following Ministry of Colleges and Universities approved essential employability skills (EES) outcomes:

1. Communicate clearly, concisely, and correctly in the written, spoken, and visual form that fulfils the purpose and meets the needs of the audience.
2. Respond to written, spoken, or visual messages in a manner that ensures effective communication
4. Apply a systematic approach to solve problems
5. Use a variety of thinking skills to anticipate and solve problems
8. Show respect for the diverse opinions, values, belief systems, and contributions of others
9. Interact with others in groups or teams in ways that contribute to effective working relationships and the achievement of goals.
10. Manage the use of time and other resources to complete projects.
11. Take responsibility for one's own actions, decisions, and consequences.

EXTERNAL COURSE ACCREDITATIONS AND CONDITIONS

COURSE EVALUATION

Group Project - Written Report and Online Presentation
Project - 100%

PROGRAM SPECIFIC GRADING

Per College Grading System

GRADING SYSTEM

A+: 90-100%	B+: 77-79%	C+: 65-69%	D: 50-54%	S - Satisfactory
A: 85-89%	B: 73-76%	C: 60-64%	F: 0-49%	I - Incomplete
A-: 80-84%	B-: 70-72%	D+: 55-59%		F- Repeat Course, included in GPA
				FS- Failure Supplemental
				FR- Repeat course, excluded from GPA

*For a complete chart of grades and descriptions, please see the Grading Policy.

LEARNING RESOURCES

Other Resources:

N/A

Resources listed on the course outline support the achievement of learning outcomes, and may be used throughout the course to varying degrees depending on the instructor's teaching methodology and the nature of the resource.

LEARNING ACTIVITIES

Project Work

Presentations

DELIVERY MODE

This course may be delivered, in whole or in part, in a number of modalities, including in class, online, hybrid, in a synchronous or asynchronous manner or a combination thereof, as per accreditation and/or regulatory standards where appropriate.

EXPERIENTIAL LEARNING & INTERPROFESSIONAL EDUCATION

All full-time programs of study at Canadore College strive to provide students with opportunities for experiential learning and interprofessional education. This course provides students with both experiential learning (EL) opportunities and interprofessional education (IPE) through:

Formal Course Projects (EL)

Core course content (IPE)

Introductory case discussions (IPE)

Case discussions (IPE)
Simulations (IPE)
Projects (IPE)
Internship (EL)
Projects (IPE)

ACADEMIC POLICIES

Canadore College is committed to the highest standards of academic integrity, and expects students to adhere to these standards as part of the learning process in all environments. The College's Academic Integrity policy seeks to ensure that all students understand their rights and responsibilities in upholding academic integrity and that students receive an accurate and fair assessment of their work. Please review the Academic Integrity policy (A-18) and other academic policies found on our website:

<https://www.canadorecollege.ca/about/policies>.

COLLEGE POLICIES

- Protecting human rights in support of a respectful college community

For college policies please see: <http://www.canadorecollege.ca/about-us/college-policies>.

STUDENT SUCCESS SERVICES - Your Success Matters!

Student Success Services provides student-focused services to facilitate students' success in their studies. Staff provide support by reducing and/or removing educational-related barriers through individualized accommodations and supports to students with disabilities.

Please visit our webpage to learn more: <https://www.canadorecollege.ca/support/student-success-services> or look for our events on social media.

To connect with Student Success Services email studentsuccessnow@canadorecollege.ca or call 705.474.7600 ext 5205.

FIRST PEOPLES' CENTRE:

A culturally safe environment offering CONFIDENTIAL student focused services, drop in or make an appointment to access:

- One on one counselling
- Elder in residence program
- Peer tutoring
- Peer mentorship

- Lunch & learn workshops on study skills, self-care, life skills
- Learning Resource Centre

Drop by our offices at C254 College Drive, E101 Commerce Court or call 705 474 7600 Ext. 5961 College Drive / 5647 Commerce Court.

<https://www.canadorecollege.ca/experience/indigenous-student-experience>

WAIVER OF RESPONSIBILITY

Every attempt is made to ensure the accuracy of this information as of the date of publication. The college reserves the right to modify, change, add, or delete content.

HISTORICAL COURSE OUTLINES

Students use course outlines to support their learning. Students are responsible for retaining course outlines for future use in applications for transfer of credit to other educational institutions.