CANADORE
college

COURSE NAME:	HUM200 Group Dynamics
Credit Value:	3
Total Course Hours:	42
Prerequisite Course(s):	None
Corequisite Course(s):	None

COURSE DESCRIPTION

This course involves the study of group dynamics. It is intended to explore and familiarize students with the structure and process of groups. Through both a theoretical and experiential examination of topics such as member roles, leader roles, norms, goals, dialogue, conflict resolution, cohesion, critical discussion, decision-making, and evaluation of group performance, this course will provide students with an opportunity to develop the skills and knowledge to work effectively and cooperatively in group settings.

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:

1.0 Recognize the role of the individual as a member participating effectively within a group.

1.1 Define the terms goal and role.

1.2 Define the terms task goal and social goal.

1.3 Describe the difference between a task goal and a social goal.

1.4 Define the terms task roles and social roles.

1.5 Name the helpful task roles that promote task completion.

1.6 Describe task skills that define task roles.

1.7 Name helpful social roles that promote social cohesion.

1.8 Describe social skills that define each of the social roles.

1.9 Name and describe harmful group member roles.

1.10 Practice various designated roles within a group to gain an understanding of member roles.

2.0 Develop an understanding of effective group leadership characteristics and the impact on group dynamics.

2.1 Identify and describe areas of leader responsibility.

2.2 Identify and describe styles of leadership.

2.3 Define group maturity.

2.4 Match different leadership styles with different levels of group maturity.

2.5 Define the term power, and describe several different types of power.

2.6 Identify and describe characteristics of an effective leader.

2.7 Practice various designated roles within a group to gain an understanding of leadership roles.

3.0 Examine how effective rules, or norms, can contribute to the success of small groups.

3.1 Define norm and sanctions, and give examples of each.

3.2 Define society, culture, and subculture, and give examples of each.

3.3 Define values and principles and explain their relationship to norms.

3.4 Identify and describe principles of ethical conduct.

3.5 Distinguish between imposed norms and developed norms.

3.6 Describe key factors in the development of effective group norms.

3.7 Identify and describe the areas of group life that require norms.

3.8 Practice various designated roles within a group to gain an understanding of how to develop group norms.

4.0 Recognize the importance and benefits of setting clear and specific group goals, and describe how your group should develop its goals.

4.1 Define goal.

4.2 Define ultimate goal and give examples.

4.3 Define interim goal and give examples.

4.4 Identify questions that clearly stated goals answer.

4.5 Identify problems related to unclear goals.

4.6 Explain the role of critical discussion in goal setting.

4.7 Explain the importance of setting goals by consensus.

4.8 Identify and describe considerations to make when setting goals.

4.9 Identify and describe benefits of clear goals.

4.10 Practice various designated roles within a group to gain an understanding of how to develop effective group goals.

5.0 Develop an understanding of effective dialogue involving speaking and listening effectively in your group.

5.1 Describe a model of the dialogue process.

5.2 Explain the difference between an encoder and a decoder.

5.3 Define message, and identify the two dimensions of a message.

5.4 Distinguish between verbal and non-verbal communication.

5.5 Identify and describe three different types of noise that can affect dialogue.

5.6 Describe the characteristics of a two-way message.

5.7 Explain what a feedback message is.

5.8 State and explain rules for speaking effectively.

5.9 State and explain rules for listening effectively.

5.10 State and explain rules for giving feedback effectively.

5.11 Practice various designated roles within a group to gain an understanding of effective dialogue.

6.0 Develop an understanding of conflict and how to constructively resolve disputes in your group.

6.1 Describe conceptual conflict and explain its importance.

6.2 Define the term conflict.

6.3 Describe dangerous forms of conflict.

6.4 Describe different conflict styles.

6.5 Explain what assertive communication is.

6.6 Describe the passive person's view of their own rights and the rights of others.

6.7 Describe the aggressive person's view of their own rights and the rights of others.

6.8 Describe the assertive person's view of their own rights and the rights of others.

6.9 Identify and explain rules for disputing constructively with others.

6.10 Define mediator and mediation.

6.11 Describe the mediation process in general.

6.12 Describe specific strategies used by professional mediators.

6.13 Practice various designated roles within a group to gain an understanding of effective conflict management and dispute resolution skills.

7.0 Analyze effective strategies that can help build your group into a unified team to promote group cohesion.

7.1 Identify and describe five stages of group development.

7.2 Define cohesion.

7.3 Identify characteristics of a cohesive team.

7.4 Define cooperation, unity, and identity.

7.5 Define trust.

7.6 Identify actions that are characteristic of trust.

7.7 State and explain rules for building a group into a cohesive team.

7.8 Describe benefits of team membership.

7.9 Practice various designated roles within a group to gain an understanding of strategies for building cohesion among group members.

8.0 Gain an understanding of how to use critical thinking and critical discussion when generating ideas, making decisions, and solving problems in a group.

8.1 Describe and explain critical discussion.

8.2 Explain groupthink.

8.3 Describe factors that contribute to groupthink.

8.4 Identify and explain illusions associated with groupthink.

8.5 Define conceptual conflict.

8.6 Identify and explain the steps of the process of critical discussion.

8.7 Identify benefits of critical discussion.

8.8 State and explain rules for critical discussion.

8.9 Practice various designated roles within a group to gain an understanding of effective decision making and problem solving strategies.

9.0 Examine best practices to employ when making decisions and solving problems in your group.

9.1 Define the terms problem and decision.

9.2 Explain the relationship between decisions and problems.

9.3 Identify and explain the steps of the problem-solving process.

9.4 Describe the factors that improve the quality of group decisions.

9.5 Name and describe methods for making decisions in a group.

9.6 Practice various designated roles within a group to gain an understanding of how to best make decisions and solve problems in your group.

10.0 Gain an understanding of rules for evaluating and improving group performance.

10.1 Explain the difference between describing behaviours and judging people.

10.2 Describe the difference between formal and informal evaluation.

10.3 Explain how to create and design an evaluation instrument.

10.4 State and explain rules for conducting formal group evaluations.

10.5 Describe aspects of group work that should be evaluated regularly.

10.6 Practice various designated roles within a group to gain an understanding of how to evaluate and improve group performance.

GENERAL EDUCATION

In some programs of study this course meets the General Education requirement under the Personal Understanding theme.

PROGRAM VOCATIONAL OUTCOMES

This course contributes to the following Ministry of Training, Colleges and Universities approved program vocational learning outcomes (PVLO):

Civil Engineering Technician

5. Collaborate with the project team and communicate effectively with project stakeholders to support civil engineering projects.

Civil Engineering Technology

5. Facilitate the collaboration and interaction among the project team and project stakeholders to support civil engineering projects.

Community And Justice Services

1. work and communicate in a manner consistent with professional ethics and practice, a respect for self, others, and relevant law and legislation.

6. establish and maintain constructive relationships with clients, staff, professionals, and the community.

8. apply knowledge of social sciences concepts when interacting with clients, staff, professionals, and the public.

Early Childhood Education

4. establish and maintain responsive relationships with individual children, groups of children and families.

6. prepare and use professional written, verbal, nonverbal and electronic communications when working with

children, families, colleagues, employers, and community partners.

ESSENTIAL EMPLOYABILITY SKILLS OUTCOMES

This course contributes to the following Ministry of Training, 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

5. Use a variety of thinking skills to anticipate and solve problems

7. Analyse, evaluate, and apply relevant information from a variety of sources.

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

n/a

COURSE EVALUATION

Tests: 45%

Activities/Assignments: 55%

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

*For a complete detailed description please refer to the College website.

LEARNING RESOURCES

Required: Bjorkquist, B. (2011). Interpersonal and group dynamics: A practical guide to building an effective team (2nd ed.). Toronto, ON: Edmond Montgomery Publications.

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

Lectures, discussions, in-class activity-based group work, assignments, tests.

DELIVERY MODE

3 hours per week in class (42 hrs per semester)

ACADEMIC POLICIES

- Academic Integrity
- Academic Appeal
- Academic Attendance
- Grading and Assessment

For academic policies please see: http://www.canadorecollege.ca/about-us/corporate-policy-manual.

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!

We offer comprehensive, student-focused services designed to help you succeed. Canadore is committed to Student Success and offers CONFIDENTIAL services to help you in your studies. We offer:

- Study skills workshops
- Peer tutoring
- Career guidance
- Mental health and wellness tips and strategies
- Resource centre
- Assistive devices

The ultimate goal of Student Success Services is to support students so they can achieve success academically, in their career aspirations, and in their personal lives. Please don't hesitate to drop by C262 or to book an appointment please call 1-705-474-7600 ext. 5205.

FIRST PEOPLES' CENTRE:

We offer a culturally safe environment where our student focused services provide you with the following CONFIDENTIAL services:

- One on one counselling
- Elder in residence
- Peer tutoring
- Peer mentorship
- Lunch & learn workshops on study skills, self-care, life skills
- 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.

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.