

LINCOLN UNIVERSITY COURSE SYLLABUS

COURSE NUMBER: BA323

Course Title: Organization Development

Course Start Date: January 25, 2010

Course End Date: May 17, 2010

The course includes theoretical and experiential coverage of this management discipline. It aims to improve the organization's culture and its human and social processes through a systematic change program. Both behavioral science and intuitive based assessment techniques are examined to give an integrated approach to organizational development; use of cases and role-play exercises. (3 units)

Course Learning Objectives:

1. Students will gain an understanding of the conceptual framework that is required for understanding OD issues in the workplace.
 2. Students will have developed the essential skills, including communication skills, problem-solving, decision-making ability, and leadership potential through experiential exercises and case study analysis.
 3. Students will learn how OD is applied and practiced in international workplace settings.
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Required Text (Selected Chapters):

Brown, D., Harvey, D.

2006 An Experiential Approach to Organization Development. Pearson Prentice-Hall. Upper Saddle River, NJ. ISBN: 0-13-144168-X

Supplemental Text:

Harrison, M.

2005 Diagnosing Organizations: Methods, Models, and Processes. Sage Publications. Thousands Oaks, CA. ISBN: 978-0-7619-2572-9

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INTRODUCTION:

Welcome to Lincoln University!

In this syllabus, I will provide an overview of the course and the student expectations for the next few weeks. It is important that you note the schedule of events, and assignments.

There are a few principles that we need to understand as we start this course. First, the nature of this course environment requires course participants to actively engage each other, and to encourage the learning process through our conversations and coursework. When everyone participates, the entire class or learning team has the opportunity to learn. In addition learning between the instructor and students flows two ways. I will learn from you just as you will learn from me.

My role, as your facilitator, is to guide you along the learning path and engage your ability to learn. Should there be any questions regarding this course material, attendance, and participation in this course, please contact me via Lincoln University e-mail or by telephone. I would prefer you contact me by Lincoln e-mail, which I will reply to within 24-hours.

A = Excellent performance. Clearly stands out as an excellent performer. Has unusually sharp insight into material and initiates thoughtful questions. The student sees many sides of an issue. Articulates well and writes logically and clearly. Integrates ideas previously learned from this and other disciplines; anticipates next steps in progression of ideas.

B = Above average performance. Grasps subject matter at a level considered to be good to very good. The student actively participates in the class discussion. Speaks and writes well. The student accomplishes more than the minimum requirements. Work in and out of class is of high quality.

C = Average performance. The student demonstrates a satisfactory comprehension of the subject matter. Accomplishes only the minimum requirements and displays little or no initiative. The student is able to communicate orally and in writing at an acceptable level for a college student. Has a satisfactory understanding of all basic concepts.

D = Below average performance. The student demonstrates understanding at the most rudimentary level. Quality and quantity of work in and out of class is below average and marginally acceptable.

F = Failing performance. Work is not acceptable and/or timely. Quality and quantity of work in and out of class fails to demonstrate a marginal understanding of learning objectives and their application. Academic credit is not earned.

Weighting of Assignments:

Assignment	Points
Individual: Case Analysis (16x 3 pts. each)	48
Individual: OD Skills Simulations (4x 1.75 pts. each)	7
Team/Group: OD Skills Simulations (20x 2pts. each)	40
Class Participation	5
	100

Format for Submitting Assignments

- (1) Write your first and last name at the top of your paper along with the title of the assignment (papers will not be returned without credit if there is no name and/or assignment title).
- (1) Use the APA/Chicago-Turabian guidelines for citing and documenting sources.
- (2) Your assignment should follow the formatting guidelines below:
 - single-spaced
 - twelve point, Times New Roman font style
 - skip one space between paragraphs
 - paragraphs are not to be indented.

Schedule & Assignments

<i>Session</i>	<i>Course Outline</i>
January 25	<ul style="list-style-type: none"> • Introduction to course • Chapter 1: OD & Reinventing the Organization • Homework: (I) OD Skills Simulation 1.1, (I) Case: TGIF
February 1	<ul style="list-style-type: none"> • Chapter 2: Organization Renewal