

# MGMT G130: TEAM BUILDING AND GROUP DYNAMICS

Item	Value
Curriculum Committee Approval Date	11/16/2021
Top Code	050600 - Business Management
Units	3 Total Units
Hours	54 Total Hours (Lecture Hours 54)
Total Outside of Class Hours	0
Course Credit Status	Credit: Degree Applicable (D)
Material Fee	Yes
Basic Skills	Not Basic Skills (N)
Repeatable	No
Grading Policy	Standard Letter (S)

## Course Description

This course provides an introductory study of team building and group dynamics. Students learn how to facilitate stages of team development, improve team communication, leverage team diversity, and optimize group dynamics by managing conflict and building trust to achieve high performance. Transfer Credit: CSU.

## Course Level Student Learning Outcome(s)

1. Course Outcomes
2. Identify essential tools necessary to create and sustain a high-performance team.
3. Analyze how communication, leadership, diversity, and personality can affect team performance.
4. Describe how various types of teams function and are affected by internal and external factors.
5. Describe the stages of team development.

## Course Objectives

- 1. Discuss key factors of team performance and productivity.
- 2. Analyze threats to productivity and methods to reward team success.
- 3. Describe how structuring tasks, selecting people, and fostering team relationships can create collective team intelligence.
- 4. Explain the pros and cons of team conflict.
- 5. Analyze how diversity and inclusion can create opportunities for positive team performance.
- 6. Discuss challenges and opportunities that IT and globalization bring to teams.
- 7. Analyze the importance of external boundaries on teamwork, inter-team relationships, networking, and boundary-spanning.

## Lecture Content

Introductions: Basics of Teamwork Teams in Organizations: Myths Facts Types of Teams Special Considerations for Virtual Teams Tuckmans Theory of Team Development Belbins Team Roles Benefits of Teams: Creativity, Collaboration, Efficiency Drawbacks of Teams: Social Loafing, Groupthink, Dysfunctional Teams The Role of the Leader and the Follower in a Team Performance and Productivity Increasing

Team Motivation and Productivity Creativity: Mastering Strategies for High Performance Threats to Productivity Rewarding Teamwork: Compensation Performance Appraisals Setting Goals and the Boundaries of Teams Decision Making Strategies in Team Settings Internal and External Dynamics Building the Team: Tasks, People Relationships Building Trust in Teams Communication in Teams Personality Differences in Teams The Relevance of Values in Teams Sharpening the Team Mind: Communication Collective Intelligence Managing the External Environment Conflict Conflict in Teams: Leveraging Differences to Create Opportunity Negotiation Hidden Agendas Emotional Intelligence The Effects of Change Within Teams Leadership Leadership: Managing the Paradox Inter-team Relations: Competition, Social Identity Stereotyping Networking Power and Influence Technology and Globalization Teamwork Via Information Technology: Challenges Opportunities How Globalization and IT Has Changed Teams Special Types of Teams/Meetings Managing Meetings: A Toolkit Special Tips for Consultants Facilitators A Guide for Creating Effective Study Groups Example Items from Peer Evaluations and 360-Degree Performance Evaluations

## Method(s) of Instruction

- Lecture (02)
- DE Live Online Lecture (02S)
- DE Online Lecture (02X)

## Instructional Techniques

A variety of methods will be utilized including lecture/video, discussion boards, simulations, and case studies.

## Reading Assignments

Online and textbook reading assignments and case studies.

## Writing Assignments

Short essays and responses to case studies. Business reports.

## Out-of-class Assignments

Analysis of case studies and team building scenarios. Presentation preparation.

## Demonstration of Critical Thinking

Students will be provided with different scenarios regarding team building and group dynamics studies, and be required to analyze the potential of the scenario, making recommendations about the proper business decision.

## Required Writing, Problem Solving, Skills Demonstration

Essays in examinations Term paper Oral presentation Case study problems and analysis

## Eligible Disciplines

Management: Masters degree in business administration, business management, business education, marketing, public administration, or finance OR bachelors degree in any of the above AND masters degree in economics, accountancy, taxation, or law OR the equivalent. Masters degree required.

## Textbooks Resources

1. Required Clark, A.; Martins-Crane, L.; Meghqi, Z.. Teamwork: An Open Access Practical Guide, Current ed. OER - Maavs Open Press, 2021

## Other Resources

1. Current web articles and TED Talk videos to support course topics. 2. High-performing teams: A timeless leadership topic. (2017). McKinsey Company. <https://www.mckinsey.com/business-functions/organization/our-insights/high-performing-teams-a-timeless-leadership-topic> 3. Seppala, E. (2015). Positive teams are more productive. Harvard Business Review. <https://hbr.org/2015/03/positive-teams-are-more-productive>