I. RATIONALE:

This course explores the attitudes and behaviors of individuals and groups in organizations with a focus on change in the workplace.

As Organizational Dynamics professionals, we recognize that reactions to trauma come in many forms. The content of this course, and discussions about trauma from different perspectives, may bring about unexpected and unsettling reactions. Responses to trauma are often strategies that survivors have developed to keep themselves safe, and therefore really reflect strength and resiliency. Recognizing how trauma impacts anyone is an important part of skill building for creating trauma-informed services and systems. Please do not hesitate to contact the instructor at any time during the course if you would like to discuss, privately, your reactions to the content we are reviewing and/or the discussions we are having.

II. MAJOR INSTRUCTIONAL GOALS:

GOAL A:
Appreciate the role of psychology and sociology in understanding workers, organizations and the workplace.

Learning Outcomes:

A-1 Define organizational dynamics.
A-2 Identify and explain the role of organizational dynamics professional in the workplace.
A-3 Identify and explain the three goals of organizational dynamics (explanation, prediction and control) and the research methods used to obtain them.

GOAL B:
Demonstrate understanding of organizational dynamics in the development of the individual employee, groups and the entire organization.

Learning Outcomes:

B-1 Identify preferred practices for understanding the three units of analysis within all organizational settings (individual, groups, system).
B-2 List the major challenges and opportunities for leaders to use organizational dynamics concepts and methods.
B-3 Describe how organizational dynamics concepts can help make the organization more productive and effective.
B-4 Describe the current challenges facing organizational leadership.
B-5 Identify ethical issues in dealing with employee issues.
B-6 Demonstrates the importance of diversity/multiculturalism in the development of organizations.

GOAL C:
Understand the application of psychological principles to the organization.

Learning Outcomes:

C-1 Identify and explain various theories of leadership and leadership styles.
C-2 Describe concepts of motivation, job satisfaction and job involvement and stress.
C-3 Identify cognitive processes of organizational dynamics, various organizational behaviors and styles for managing high performance within the organizational context.

GOAL D:
Use appropriate written and oral communication skills.

Learning Outcomes:

D-1 Communicate information orally in a logical and grammatical manner.
D-2 Present written information using standard APA style.