

BUS 102A, Interpersonal Skills for Business

Three credits/16 weeks/ 2hr lecture, 1 hr tutorial

This course develops the interpersonal communication skills that managers need in order to function effectively in the contemporary organization. Making extensive use of behavioral simulation techniques such as role-playing and group problem-solving, students will learn active listening, conflict-management, persuasion, delegating, and other general purpose skills. The course will also deal with the specialized skills and techniques needed in performance appraisal, discipline, group meeting, and goal-setting situations. (See below for a full listing of the topics to be covered.)

Instructor

Cynthia O'Donnell, EdD

S113A

Phone number

Work: 780-791-8946

Home: 780-743-0253

Cell: 780-799-9934

cynthia.odonnell@keyano.ca

Office Hours

Monday 5:30 – 6:30

Tuesday 12:00 – 12:50

Wednesday 11:00 – 11:50

Thursday 11:00 – 11:50

Friday 12:00 – 12:50

Hours of Instruction

BUS 102A: Tuesday 10-11:50 (224)

Tutorial L: Wednesday 1-1:50 (S216)

Tutorial H: Friday 1-1:50 (S212)

Required Resources

De Janasz, Suzanne C., Dowd, Karen O., & Schneider, Beth Z. (2009). *Interpersonal Skills in Organizations* (5th edition). McGraw Hill. ISBN: 978-0-07-811280-5

Course Modules—Units 1 - 9 (available for purchase at Bookstore)

Personality Dimensions Participant Packs (available for purchase at Bookstore)

Course Outcomes

At the completion of the course, students will be able to:

1. Develop self-awareness or self-knowledge as the starting point for effectiveness at work. The following concepts, skills, and issues are used to support this Outcome:
 - a. Take assessments such as the Emotional Intelligence test and Learning Styles assessments to determine strategies for personal success.
 - b. Determine your strengths and understand how they might guide you in personal and professional choices.
 - c. Assess your limitations and develop a self-improvement plan for improving in these areas.
2. Gain understanding and insight into your personality, attitudes, and behaviours. The following concepts, skills, and issues are used to support this Outcome:
 - a. Use the Personality Dimensions instruments to assess your own interpersonal style and the styles of two classmates or coworkers.
 - b. Write a short report to document your analysis.
3. Present yourself effectively in job search settings and set appropriate life and career goals. The following concepts, skills, and issues are used to support this Outcome:
 - a. Apply goal setting and time management strategies to maximize use of time and career networking.
 - b. Identify personal job related skills.
 - c. Learn how to answer behavioural descriptive interview questions.
 - d. Participate as both an interviewer and a candidate in mock job interviews.
4. Work on team building skills (e.g., active listening, encouraging candor, maintaining a cooperative and collaborative environment). The following concepts, skills, and issues are used to support this Outcome:
 - a. Work on developing effective relationships with others.
 - b. Recognize and manage sensitive interpersonal situations.
 - c. Develop strategies to manage conflict through role plays and simulations.
 - d. Understand the value of diversity in our workplaces and communities.
 - e. Analyze a movie on a diversity theme and make a team presentation on this topic.
5. Plan, organize, and complete a service project in the community or college to promote volunteerism and commitment to community activism. The following concepts, skills, and issues are used to support this Outcome:
 - a. Manage your team and project effectively.
 - b. Engage in fund raising activities as required to fulfill your objectives.
 - c. Increase productivity through use of effective goal setting and time management strategies.
 - d. Increase your ability to contribute to organizations, your community, and your family.

Evaluation

Your grade in this course will be derived as follows:

Mid-term Exam	15%
Final Exam	15%
Assignment #1, Report on Interpersonal Styles	10%
Assignment #2, Team Presentation on Diversity	10%
Lecture and Moodle Participation	10%
Tutorial Participation	10%
Peer Marking of Role Plays	10%
Final Presentations for Service Projects	5%
Service Project Self-Evaluations	10%
Online Quizzes	5%
	100%

A grade of C- is required for progression.

The minimum standard for passing this course is a grade of D (50%).

Grading System

Descriptor	Alpha Grade	4.0 Scale	Percent
	A+	4.0	> 93.9
Excellent	A	4.0	87 – 93.9
	A-	3.7	80 – 86.9
Good	B+	3.3	77 – 79.9
	B	3.0	74 – 76.9
	B-	2.7	70 – 73.9
Satisfactory	C+	2.3	67 – 69.9
	C	2.0	64 – 66.9
Progression	C-	1.7	60 – 63.9
Poor	D+	1.3	57 – 59.9
Min Pass	D	1.0	50 – 56.9
Failure	F	0.0	< 50

Performance Requirements**1. Student Attendance**

Class attendance is useful for two reasons. First, class attendance maximizes students' learning experience. Second, attending class is a good way to keep informed of matters relating to the administration of the course (e.g., the timing of assignments and exams). Ultimately, you are responsible for your own learning and performance in this course.

It is the responsibility of each student to be prepared for all classes. Students who miss classes are responsible for the material covered in those classes and for ensuring that they are prepared for the next class, including the completion of any assignments and/or notes that may be due.

2. Academic Misconduct

Students are considered to be responsible adults and should adhere to principles of intellectual integrity. Intellectual dishonesty may take many forms, such as:

- Plagiarism or the submission of another person's work as one's own
- The use of unauthorized aids in assignments or examinations (cheating)
- Collusion or the unauthorized collaboration with others in preparing work
- The deliberate misrepresentation of qualifications
- The willful distortion of results or data
- Substitution in an examination by another person
- Handing in the same unchanged work as submitted for another assignment

The consequences for academic misconduct range from a verbal reprimand to expulsion from the College. More specific descriptions and details are found in the Student Rights and Student Code of Conduct section of the Keyano College 2015-2016 credit calendar. It is the responsibility of each student to be aware of the guidelines outlined in the Student Rights and Student Code of Conduct Policies.

3. Specialized Supports**Counselling and Disability Services**

Counselling Services provides a wide range of specialized counselling services to prospective and registered students, including personal, career and academic counselling.

SKILL Centre

The SKILL Centre is a learning space in the Clearwater Campus at Keyano College where students can gather to share ideas, collaborate on projects and get new perspectives on learning from our tutorial staff.

The SKILL Centre, through a variety of delivery methods, provides assistance in skill development to Keyano students. Assistance is provided by instructors, staff and student tutors. Individuals wishing to improve their mathematics, writing, grammar, study, or other skills, can take advantage of this unique service.

Notes on Course Evaluation

1. **Assignments:** There will be two assignments in this course that will require significant time to conduct/write outside of class. The first of these will be handed out on January 12 (due on Fri., Feb. 5) and will involve the determination of the "interpersonal styles" of two other people you have on-going contact with, along with the integration of this information into your self-awareness of your own interpersonal style and personality dimensions. The second assignment is a Team PowerPoint presentation on a diversity theme. You will be given a choice of a number of films to analyze. The second assignment will be handed out on February 16 and will be due in tutorials on March 9 or 11.

Team service projects to help a community organization are also a required component of the course. Each team will select its own team members and choose the organization the members wish to help. Volunteering time and raising money for an organization are equally worthwhile activities, and some teams may wish to do a combination of both activities.

2. **Hand in Deadlines:** Assignments are due at the beginning of the class indicated above. If your assignment is going to be late, please make arrangements with me **in advance** in class or via e-mail or you will be penalized 10% of the value of that assignment **per day**. **No late assignments will be accepted once the instructor has marked and returned the assignment in question. No exceptions!**
3. **Service Projects, Peer Marking of Role Plays, Mark for Tutorial Participation, and Mark for Lecture Attendance and Participation in Moodle Discussions:** As much of the value the student will receive from this course is “experiential,” in-class participation will comprise a significant part of the mark for this course. A mark of 10% will be allocated to each of the following components of class participation: 1) tutorial participation; 2) the grade on peer evaluations of role plays; 3) lecture participation and contribution to Moodle discussions; and 4) the student’s service project participation and self-evaluation grade concerning his/her participation in the project. An outline will be provided at the end of the term for the evaluations. A final PowerPoint summary of the service project will be worth 5% of the term mark. Classroom and tutorial activities include videos, role plays, self-evaluations, and group problem-solving exercises. Online quizzes will be worth 5%. **Students who are absent from tutorials without good cause will be penalized two points for each absence, to a maximum of 10%.**
4. **Examinations:** The Examinations will consist of a mixture of Definitions, Multiple Choice and True/False Questions, and Short and Long Answer Essay Questions. The Mid-term will be 90 minutes in duration and is tentatively scheduled for Week 6. The Multiple Choice/True False Questions and the Definitions section of the exam will be administered in the second half of the class on Tuesday, February 9. The Short and Long Answer Essay Questions will be written in the tutorial sections of the class on February 10 or 12. The Final is a three-hour examination (exam schedule will be posted later in the semester).

Teaching and Learning Methodologies

Students use the VARK learning assessment tools in this class to determine if they are Visual, Auditory, Kinesthetic/Tactile, ReadWrite, or Multimodal learners. This class appeals to the various learning styles by including lectures, PowerPoints, text-based modules, Moodle discussions/forums, videos, role plays, self-evaluations, and group problem-solving exercises. Participation on the Moodle discussions/forums is a required component of the course.

Proposed Schedule

See the class schedule, topics, and readings as attached.

Please Note:

Date and time allotted to each topic is subject to change. It is your responsibility as a student to contact the Office of the Registrar to complete the forms for Withdrawal or Change of Registration, and any other forms. Please refer to the list of important dates as noted in the Academic Schedule in the Keyano College Credit Calendar.

WEEK #/DATE	TOPIC	READINGS
Week #1 (Jan. 5-8)	Journey into Self-Awareness/Introduction to Interpersonal Communication The Interactive and Transactional Models for the Communication Process *Please make sure you are registered in a tutorial on either Wednesday or Friday.	Ch. 1, <i>Interpersonal Skills in Organizations</i> Unit #1 (Modules)
Week #2 (Jan. 11-15)	Self-Concept, Perception, and Self-Disclosure Personality Dimensions Hand-out Assignment #1 Assignment #1 Due (Feb. 5, BUS 102A)	Ch. 2, <i>Interpersonal Skills in Organizations</i> Unit #2 (Modules)
Week #3 (Jan. 18-22)	Nonverbal Communication	Unit #3 (Modules)
Week #4 (Jan. 25-29)	Verbal Communication/Conveying Verbal Messages	Ch. 7, <i>Interpersonal Skills in Organizations</i> Unit #4 (Modules)
Week #5 (Feb. 1-5)	Active/Empathetic Listening and Feedback Assignment #1 Due (Feb.5 BUS 102A)	Ch. 6, <i>Interpersonal Skills in Organizations</i> Unit #5 (Modules)
Week #6 (Feb. 8-12)	Persuasive Influence MIDTERM EXAM (Part 1 in second half of lecture period on Tuesday (Feb. 9); Part 2 in tutorials on Wednesday or Friday (Feb. 10 or 12).	Ch. 8, <i>Interpersonal Skills in Organizations</i> Unit #6 (Modules)
Week #7 (Feb. 16-19)	Family Day Holiday (Feb. 15). No Classes on Monday. Conflict Management Hand-out Assignment #2: Team PowerPoint on Diversity Theme (Note that chapter 5, <i>Interpersonal Skills in Organizations</i>, is directly relevant to the Presentation on Diversity Issues) Assignment #2 Due (Mar. 16 or 18 in tutorials)	Chs. 5 and 11, <i>Interpersonal Skills in Organizations</i> Unit #7 (Modules)
Week #8 (Feb. 22-26)	READING WEEK BREAK No Classes.	

Week #9 (Feb. 29-Mar. 4)	Team Building, Facilitation, and Coaching	Chs. 10, 13 & 17, <i>Interpersonal Skills in Organizations</i>
Week #10 (Mar. 7-11)	Employment Selection – Interviewing	Unit #8 (Modules)
Week #11 (Mar. 14-18)	Goal Setting and Time and Stress Management Assignment #2: Team PowerPoint Presentations to be presented in tutorials on Mar. 16 or 18 (to be continued if necessary the following week in tutorials)	Chs. 3 and 4, <i>Interpersonal Skills in Organizations</i>
Week #12 (Mar. 21-24)	Performance Appraisals/Self-performance reviews College closed Friday, March 25 for Good Friday (no classes on Friday this week)	Unit #9 (Modules)
Week #13 (Mar. 29-Apr. 1)	College closed Monday, March 28 for Easter Monday (no classes that day) Empowerment and Effective Delegation Final Service Project Presentations, (Tues., Mar. 29—in second half of lectures; to be continued in second half of lectures next week if necessary)	Ch. 18, <i>Interpersonal Skills in Organizations</i>
Week #14 (Apr.4-8)	Networking and Politicking Hand in Evaluations for Service Projects on Tuesday, April 5 (BUS 102A).	Chs. 15 and 16, <i>Interpersonal Skills in Organizations</i>
Week #15 (Apr. 11-15)	Negotiation April 15, Last day of classes.	Ch. 9, <i>Interpersonal Skills in Organizations</i>
Apr. 18-22	FINAL EXAM PERIOD	

Authorization

This course outline has been reviewed and approved by the Program Chair.

Cynthia O'Donnell, Instructor

Gina Jackson, Chair

Date Authorized

Guy Harmer, Dean

Date Authorized

Signed copies to be delivered to:

Instructor
Registrar's Office