

Fall 2015

## **MANG 6425**

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**MANG 6425**  
**Small Group Management**  
**EMBA, Fall 2015**

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Text: Robbins & Judge (2014). *Organizational Behavior*. (16<sup>th</sup> ed.) Prentice Hall.  
ISBN: 978-0133507645  
\*\* Must be accompanied with Self Assessment Library.

**Course Objectives**

This course is intended to provide students with an overview of individual differences related to their experiences in organizations, their interactions with others, and how these affect team development and team performance. As part of your EMBA experience, you will be assigned to a team and will have little input regarding the formation of your team (like many team formations in real organizations). One goal of this class is for you to get to know your teammates through a series of group exercises intended to force group interaction, communication, creativity, decision making, and in some instances, even a bit of conflict. The objectives of this course are to:

1. Introduce the three models of personality most often considered in organizations.
2. Engage in a series of self-assessments designed to measure various traits and skills important in today's business world. Demonstrate how these traits and skills affect the performance, attitudes, and well-being of workers at the individual level and at the group/team level.
3. Discuss various topics that impact team functioning and performance, and engage in team-based experiential exercises based on these topics.
4. Apply the information to an individual's current situation in terms of understanding person-job fit, person-organization fit, career expectations, goals and expectations for the EMBA program, and last but not least, his or her place/role in the assigned team (which will ultimately be expressed in the course paper).

**Grading**

Daily Reflections	30%
Course Paper	70%

The final course grade will be based on the scale below.

90% - 100%	A
80% - 89.9%	B
70% - 79.9%	C
60% - 69.9%	D
below 70%	F

## **Class Policy**

### **1. Class Attendance:**

Attendance is crucial for success in this class. You are expected to attend class, ask good questions, make valuable observations, and answer questions effectively. As a courtesy to your instructor and classmates, please notify me and your team in advance if you must miss class. You are responsible for catching up with any information or assignments that you missed during your absence from class.

### **2. Late Assignments:**

No late assignments/reports will be accepted. Each assignment is due on or before the date specified. All individual assignments are to be done on your own. Thus, both the person who copies and the person who lets another copy his/her work will not get any credit for the assignments.

### **3. Academic Integrity:**

Students are expected to conduct themselves according to the principles of academic integrity as defined in the statement on Academic Dishonesty in the UNO Judicial Code. Any student or group found to have committed an act of academic dishonesty shall have their case turned over to Judicial Affairs for disciplinary action which may result in penalties as severe as indefinite suspension from the University. Academic dishonesty includes, but is not limited to: cheating, plagiarism, fabrication, or misrepresentation, and being an accessory to an act of academic dishonesty.

I reserve the right to retest (or assign additional work to) the whole class or any individual in the class if I believe a course paper has been compromised. Violations of the University's academic integrity code can result in academic penalties. You can refer to the UNO Judicial Code for Academic Integrity for further information

([http://www.uno.edu/%7Estlf/Policy%20Manual/student\\_policy\\_manual\\_frames.htm](http://www.uno.edu/%7Estlf/Policy%20Manual/student_policy_manual_frames.htm)).

### **4. Students with Disabilities:**

It is University policy to provide, on a flexible and individualized basis, reasonable accommodations to students who have disabilities that may affect their ability to participate in course activities or to meet course requirements. Students with disabilities should contact the Office of Disability Services as well as their instructors to discuss their individual needs for accommodations.

### **5. Team Participation:**

Everyone in the team should take initiative in participating in group exercises. "The group members did not ask me to do anything and so I did nothing" is not a legitimate reason for not participating in or contributing to the team exercises. If you have any problems with your team or team member(s), please let me know ASAP.

## **Tentative Course Schedule**

**\*\*Please keep in mind that this is only a projected course outline and may be subject to change throughout this session.**

<b>Date</b>	<b>Topic (Assigned Reading)</b>
<b>Class 1</b> <b>8/7</b>	<b>Complete Day 1 Instruments and bring to class for review</b> Review Big 5 Personality Assessment results Personality in the Workplace Dominant Communication Style Locus of Control Uncertainty and Tolerance of Ambiguity  <b>REFLECTION ASSIGNMENTS</b> (*Submit electronic copy in Moodle) Self-assessment: Critique of Blind Communication Team Experience: Reflection on <i>Play Together</i> Team Exercise
<b>Class 2</b> <b>8/8</b>	<b>Complete Day 2 Instruments and bring to class for review</b> Team Decision Exercise Team Member Values and Team Goals Desire to work in groups: Self Acceptance/Other Acceptance Interpersonal Skills/Face-to-face Communication Emotional Intelligence Impression Management Creativity  <b>REFLECTION ASSIGNMENTS</b> (*Submit electronic copy in Moodle) Self-assessment: Critique of Supervisor Role-play Exercise Team Experience: Reflection on <i>Girl-Sailor</i> Team Decision Making
<b>Class 3</b> <b>8/9</b>	Team Norms and Member Roles Team Building and Development Conflict Stress and Burnout <b>Form <i>Team Charter</i></b> *Submit electronic copy in Moodle  <b>REFLECTION ASSIGNMENTS</b> (*Submit electronic copy in Moodle) Self-assessment: Coping with Job Stress Team Experience: Handling Conflict with Others
<b>8/25</b>	<b>COURSE PAPER DUE Tuesday before midnight</b> *Submit electronic copy in Moodle

<b>Summary of Assignments:</b>	<b>Due Date:</b>
<b>1. Pre-class Assessments (See Word Document in Moodle)</b>	Bring results to class on the day they will be covered
<b>2. Big Five Personality Test</b>	Upload in Moodle Bring to class on first day 8/7/15 (laptop access is fine)
<b>3. Daily Reflections (6 total)</b>	8/16/15 before midnight
<b>4. Team Charter</b>	8/16/15 before midnight; only one member needs to submit for whole team
<b>5. Course Paper</b>	8/25/15 before midnight