

**Course Syllabus for Creative Thinking,
Collaboration and Organizational Change
at U-Mass, Boston, Fall 2009**

Welcome To Online Course CRCRTH 618!

INSTRUCTOR INFORMATION:

Instructor/Facilitator: Allyn Bradford

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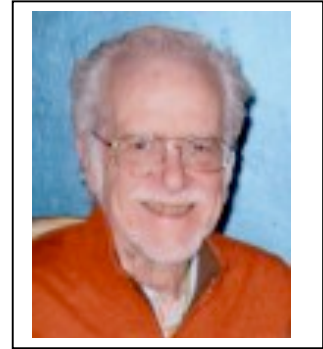
E-mail: allynb@aol.com

Background and Experience:

Allyn comes from extensive experience in developing teamwork in organizations and training centers worldwide.

Among education centers where he has conducted workshops in team building are: the American Management Association, the American Society of Training Directors, the Association of Field Service Managers, the Mecuri Institute in Sweden and the Accelerated Management Institute in England.

He has also conducted workshops in team building for over 25 major corporations in such companies as: Block Drug, General Foods, Avon Products, Honeywell, Digital, Stop & Shop, Johnson & Johnson, Warner Lambert (UK), Monsanto, New England Electric, Telex, Fidelity Trust, Kodak, New England Nuclear, Burger King, FW Faxon, Becton Dickenson, Semicon, The First Years and AT&T Wireless.



Allyn





Meeting Challenges Through Teamwork

COURSE DESCRIPTION:

Creative Thinking, Collaboration and Organizational Change,
CrCrTh618, Fall Semester at U-Mass Boston

The course is designed to develop your skills in the "give and take" of successful team communications as you work together through Information Technology. Using a variety of experiential learning processes in simulated teams, this course will sharpen both your thinking and interactive skills as you work with others over the net. Through practice and feedback students will develop skills in creative problem solving, presenting their ideas and opinions rationally, and conducting shorter and more productive meetings. CrCrTh618 is part of the Critical and Creative Thinking program, under the College of Ed., 3 Credits.

Text Books: The textbooks we will use for this course are:

***The Wisdom of Teams* by Katzenbaum and Smith, ISBN 0-6-052200-3, Publisher: Harper, a classic in how to develop effective teams.**

***The Fifth Discipline Fieldbook*, Edited by Peter Senge, ISBN 035-47256-0, Peter Senge, who is based at MIT, is a world renowned leader in improving the quality of social and business institutions.**

Course Purpose:

To promote individual growth and development within the context of a virtual team.

To empower the students to create their own vision for change and improvement.

To offer a creative process for learning both as an individual member and collectively as a team.

The Learning Process:

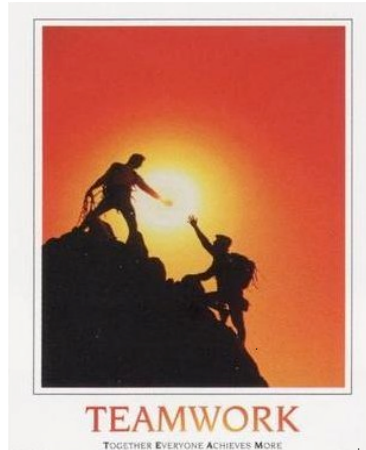
Students identify their work values. The teacher/facilitator provides a process to identify the student's own vision, purpose and goals, based on those values.

A further process is then used for students to identify the skills, resources and knowledge required to achieve their goals in the light of their purpose. Their skill development provides the means to implement their own vision.

Experiments are used to learn how to implement real change in line with the student's vision. A problem solving process will be used to create further options for these experiments. Students will develop their teamwork skills over the net through practice, feedback, coaching and reflection.

Discussions on a weekly basis provide an essential part of this learning experience. A topic will be posted at the beginning of each week. Your contributions to the discussions will add to the collective learning of the class. By interacting with others you will broaden your horizon of learning and intellectual development.

You will be working in partnerships at first and then eventually develop a project on which you work together in teams. The project will make use of the skills you have learned in this course.



"You can succeed best by helping others to succeed"

Outline of Class Sessions:

Session 1: Introductions, A Profile of Your Team at Work, Problem Identification, Formation of Virtual Teams

Session 2: A Vision for Constructive Change, based on your work values

Session 3: Creating your Purpose and Goals aligned with your team.

Session 4: Skill Identification, Visions in Conflict, Exploring the concept of "Flow, where your skills match the challenge."

Session 5: Personal Mastery to fill the Skill and Knowledge gap, Problem Solving using the Cooperative Response

Session 6: A Team Communication Model for the use of Strategies and Behaviors in the light of Situational Factors, Systems Thinking

Session 7: Team Learning through Synergy, Self Risk and Generating Options, Motivation, Problem Solving (more advanced)

Session 8: Developmental Feedback For Teams: How you come across as perceived by fellow team members, Strategies for improvement. Generating options for Problem Solving

Session 9: Critical and Creative Thinking: How your thinking habits can help you get more of the results you want. Further Problem-Solving.

Session 10: Role Play: How a difficult conversation can be improved through the Cooperative Response. Further Problem Solving

Session 11: Mental Models: what they are and how to use them. Moving from Personal Vision to Shared Vision. Further problem solving.

Session 12: The "Theory of U" and it's practical application to organizational issues and change.

Session 13: Updating Mental Models through Systems Learning and the Dialogue Process.

Tech Specs and Companion Software:

Go to this web page for the latest information:

www.lms.umb.edu

General Requirements:

Have access to a personal computer (Mac or PC)

- Intermediate or above level of computer skills
- Internet connection
- E-mail program and account.
- A 56 kbps modem at minimum
- Netscape 7.x or Internet Explorer 6.x
- Access to a fax machine or fax software
- Microsoft Word
- If you don't have Power Point, you can go to www.microsoft.com and then "downloads" and then "Office and Home Applications" and then select PowerPoint Viewer 2003 and then download.

You'll also need the following (free) plug-ins, which can be downloaded at www.downloads.com.

- RealPlayer
- Shockwave plug-in installed (for chat)
- Power Point viewer (If you don't have Power Point on your computer)
- MS Word viewer (if you don't have MS word on your computer)
- Acrobat Reader

Technical Help: Please contact the Help Desk at

bostonsupport@umassonline.net, or call in at 888-300-6920 with questions about use of technology issues.

Registration Questions: Please contact Katharine Galaitsis

katharine.galaitis@umb.edu at the Continuing Education office.

Attachment Compatibility: Not all word processing programs will produce documents readable by other word processing programs and not all attachment programs in email programs can create attachments readable by other programs. Please be prepared to translate documents into RTF or Rich Text Format. I will be using Windows XP, PowerPoint, and Adobe Reader. If you do not have access to these programs, download free viewers available at www.downloads.com.

Take a good look at the Student Quick Start user guide by clicking here:

www.lms.umb.edu