

# Minnesota State College Southeast

## SMGT 2214: Teambuilding

### A. COURSE DESCRIPTION

Credits: 3

Lecture Hours/Week: 3

Lab Hours/Week: \*.\*

OJT Hours/Week: \*.\*

Prerequisites: None

Corequisites: None

MnTC Goals: None

The purpose of this course is to educate managers, supervisors, and other interested employees about the concept of workteams. The topics covered are stages of team development, building trust within the team, consensus decision making, running effective team meetings, and symptoms of a dysfunctional team. (Prerequisite: None) (3 credits: 3 lecture/0 lab)

### B. COURSE EFFECTIVE DATES: 10/13/1998 - Present

### C. OUTLINE OF MAJOR CONTENT AREAS

1. Strategies for building balanced teams
2. Motivations behind teams
3. A collaborative team project

#### **D. LEARNING OUTCOMES (General)**

1. Analyze team dynamics
2. Explain theoretical change models
3. Differentiate between group and team
4. Define change
5. List self-directed workteams problems
6. List self-directed workteams benefits
7. Determine facilitation skills
8. Define self-directed workteam
9. Describe levels of change
10. Experience risk taking
11. Explain different team type functions
12. Describe team types
13. Identify effective team leader characteristics
14. Identify effective team member characteristics
15. Build team norms
16. Analyze how to promote a group's progress through the stages
17. Define team-building stages
18. Define empowerment/enablement
19. Identify negotiation strategies
20. Demonstrate team communication skills
21. Describe how to promote collaboration
22. Describe why many teams become failures
23. Explain give/get principle
24. Explain win/win philosophy
25. Describe organizational change roles
26. Identify negotiation tactics
27. Explain change stages
28. Explain negotiation sequence
29. Define conflict
30. Explain negotiation preparation benefits
31. Determine negotiation needs and wants
32. Identify negotiation opportunities
33. Create a change action plan
34. Explain resistance help techniques
35. Describe how to communicate about change
36. Perform a negotiation session

#### **E. Minnesota Transfer Curriculum Goal Area(s) and Competencies**

None

#### **F. LEARNER OUTCOMES ASSESSMENT**

As noted on course syllabus

**G. SPECIAL INFORMATION**

None noted