

# POS4931: Creative Teamwork in Politics, Business, and Environment Spring 2016

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## Course Description

The course in Creative Teamwork begins by asserting that more than ever the world requires politically aware and active professionals, scientists, and citizens that can collaborate to address complex problems with experimentation and creative solutions. To achieve this we will need heightened skills in communication and critical systems thinking that will allow us to see the big picture, identify leverage points for change, and communicate despite disagreement and even amidst a multitude of possible actions. By drawing upon our diverse interests and backgrounds, and acting within a range of organizational settings (businesses, government, non-governmental organizations, schools and research facilities) we can cultivate positive systemic change and redefine success for a new generation of proactive people.

Globalization and the development of internet technologies suggest great potential for the expansion and improvement of democracy, but only to the extent we can adapt and develop appropriate skills in communication and collaboration. In business, employers are increasingly calling for teamwork skills, and research shows that teamwork has a positive impact on attitudinal, behavioral, and financial effectiveness within corporations. Likewise, environmental resource development is increasingly organized around the methods of adaptive, collaborative management. These developments share in common a reliance on improved and creative abilities for teamwork.

## Learning Outcomes

Through participation in this class and completion of the readings you will develop improved competency in:

- Collaborative problem solving and decision making
- Conflict resolution
- Communication
- Management and leadership
- Critical systems thinking
- Agency and motivation for action
- Adaptive thinking and continuous learning

## Course Logistics

This course meets three times a week. Each week includes assigned readings, in-class skills practice, team project development, and reflection writing in journals. On Mondays we will engage in group work exercises to ground the week's readings and discussions in experiences of actual teamwork and initiate discussion and reflection prompts for journal entries. On Wednesdays students complete reading quizzes (discussed below), and engage in open discussion. On Fridays we carry forward discussions from Wednesday, and work on our extended teamwork class project. There is no exam in the class.

## Required Books

Daniel Levi's *Group Dynamics for Teams*, 4th edition, 2013. (GD)

Leigh Thompson's *Creative Conspiracy: The New Rules of Breakthrough Collaboration*, 2013. (CC)

## Assessment & Grading

### weekly reading quizzes: 30%

Each week you will take a 3 question quiz based on the readings in the beginning of class on Wednesday. The questions are basic, e.g., "of the options listed below, which is identified as a primary method of improving communication in one-on-one dialogue." There are no makeups for these quizzes, but your lowest 2 quiz scores will be dropped at the end of the semester.

### small project proposal: 20%

For this assignment you will review online resources related to writing proposals for research funding, venture capital, or charitable donation (based on your issue or solutions-area). You will write a first draft of a proposal for collaborative progress on an issue that is of great interest to you, not to exceed 1500 words. This first draft will be reviewed by a peer, and you will make improvements based on their suggestions before turning it in to me. A rough rubric for these proposals will be provided.

### peer review of another student's small project proposal: 5%

You will review one student's proposal and provide constructive, critical feedback, so they can improve it before turning it in to me. All suggestions and edits will be

tracked in an electronic document, and this will be turned in when you turn in your own proposal.

### **journal: 30%**

Each week you will be given a prompt, based on the week's activities and readings, to start you on the process of reflection related to your learning creative teamwork. Besides your reaction to these prompts, all other thoughts/ideas/media collected, etc. related to the course should be kept here. The journal is graded three times during the semester, turned in electronically, as a link to a blog or as a word file. The journal is your primary record of your participation in the course, thus it is an important part of your assessment.

### **contribution to media assignment: 15%**

As part of our semester long project, each team in the class will contribute one part to a larger media campaign showcasing the project, its goals, and its outcomes. 10% of this will be graded as a group, and 5% based on peer evaluations of your contribution to the media project. More on peer assessment, and ensuring a fair standard for grading will be discussed during class.

## **Attendance Policy**

There is no official attendance requirement in this class. However, if I find that class discussion is being hindered by a lack of attendance, I reserve the right to issue extra credit to those students who consistently attend and take part in discussion.

## **Reading Schedule**

### **Part 1 : INTRODUCTION TO CREATIVE TEAMWORK**

#### **1 - Week of Jan. 4**

GD - chapter 1

CC - introduction

#### **2 - Week of Jan. 11**

CC - chapter 1

CASE STUDY READING; the political case for creative teamwork - *provided via email*

#### **3 - Week of Jan. 18**

**\*\*\*\*I will be away at NCSE conference this week**

CC - chapter 2

GD - chapter 2

\*\*\*Complete the Clifton [Strengthfinder Top 5](https://www.gallupstrengthscenter.com/Purchase/en-US/Product?Path=Clifton%20StrengthsFinder) (<https://www.gallupstrengthscenter.com/Purchase/en-US/Product?Path=Clifton%20StrengthsFinder>) Assessment (this costs 15\$, and is optional, but highly recommended)

#### **4 - Week of Jan. 25**

Miller et al., "The Interpersonal Dance" & "The Awareness Wheel" - *provided via email*

#### **5 - Week of Feb. 1**

**\*\*\*\*first grading of the journals begins Feb. 1**

GD - chapter 3

Covey, on trust - *provided via email*

### **Part 2 : BEST PRACTICES IN CREATIVE TEAMWORK**

#### **6 - Week of Feb. 8**

GD - chapter 4

CASE STUDY READING; the professional development case for creative teamwork - *provided by email*

#### **7 - Week of Feb. 15**

Selections from Kahn's *The Tao of Conversation* - *provided by email*

#### **8 - Week of Feb. 22**

**\*\*\*\*Small Project Proposal Due to peer for assessment**

CC - chapter 4

"Listening Skills" - *provided by email*

**9 - Spring Break**

\*\*\*\*complete peer assessment of small proposal and return to your peer via email, then email me your proposal, the tracked change edits you made on your peer's proposal, and the tracked changed edits that someone completed for you.

**10 - Week of March 7**

\*\*\*\*Second grading of the journals begins March 7

CC - chapter 5

GD - chapter 5

**Part 3 : CHALLENGES IN CREATIVE TEAMWORK**

**11 - Week of March 14**

GD - chapter 7

CASE STUDY READING; The environmental case for creative teamwork - *provided by email*

**12 - Week of March 21**

\*\*\*\*I am away at WPSA Conference March 25th

CC - chapter 6 & 7

**13 - Week of March 28**

GD - chapter 11 & 12

**14 - Week of April 4**

\*\*\*\*third grading of journals begins April 4

Systems Thinking for collaboration reading - *provided by email*

**15 - Week of April 11**

\*\*\*\*peer evaluations due & media project components due

media project completion

Date	Details	
Wed Jan 13, 2016	<a href="https://ufl.instructure.com/courses/326330/assignments/2955622">Week 2 Quiz (https://ufl.instructure.com/courses/326330/assignments/2955622)</a>	due by 11:40am
Wed Jan 20, 2016	<a href="https://ufl.instructure.com/courses/326330/assignments/2955628">Week 3 Quiz (https://ufl.instructure.com/courses/326330/assignments/2955628)</a>	due by 11:45am
Wed Jan 27, 2016	<a href="https://ufl.instructure.com/courses/326330/assignments/2955629">Week 4 Quiz (https://ufl.instructure.com/courses/326330/assignments/2955629)</a>	due by 11:45am
Mon Feb 1, 2016	<a href="https://ufl.instructure.com/courses/326330/assignments/2961633">Journals First Grading (https://ufl.instructure.com/courses/326330/assignments/2961633)</a>	due by 11am
Wed Feb 3, 2016	<a href="https://ufl.instructure.com/courses/326330/assignments/2955630">Week 5 Quiz (https://ufl.instructure.com/courses/326330/assignments/2955630)</a>	due by 11:45am
Wed Feb 10, 2016	<a href="https://ufl.instructure.com/courses/326330/assignments/2955631">Week 6 Quiz (https://ufl.instructure.com/courses/326330/assignments/2955631)</a>	due by 11:45am
Wed Feb 17, 2016	<a href="https://ufl.instructure.com/courses/326330/assignments/2955632">Week 7 Quiz (https://ufl.instructure.com/courses/326330/assignments/2955632)</a>	due by 11:45am
Mon Feb 22, 2016	<a href="https://ufl.instructure.com/courses/326330/assignments/2961636">Small Project Proposal due to Peer (https://ufl.instructure.com/courses/326330/assignments/2961636)</a>	due by 11am
Mon Mar 7, 2016	<a href="https://ufl.instructure.com/courses/326330/assignments/2961641">Journals Second Grading (https://ufl.instructure.com/courses/326330/assignments/2961641)</a>	due by 11am
Wed Mar 9, 2016	<a href="https://ufl.instructure.com/courses/326330/assignments/2955635">Week 9 Quiz (https://ufl.instructure.com/courses/326330/assignments/2955635)</a>	due by 11:45am

Wed Mar 16, 2016	<a href="https://ufl.instructure.com/courses/326330/assignments/2955636">Week 10 Quiz (https://ufl.instructure.com/courses/326330/assignments/2955636)</a>	due by 11:45am
Wed Mar 23, 2016	<a href="https://ufl.instructure.com/courses/326330/assignments/2955639">Week 11 Quiz (https://ufl.instructure.com/courses/326330/assignments/2955639)</a>	due by 11:45am
Wed Mar 30, 2016	<a href="https://ufl.instructure.com/courses/326330/assignments/2955641">Week 12 Quiz (https://ufl.instructure.com/courses/326330/assignments/2955641)</a>	due by 11:45am
Mon Apr 4, 2016	<a href="https://ufl.instructure.com/courses/326330/assignments/2961659">Journals Third Grading (https://ufl.instructure.com/courses/326330/assignments/2961659)</a>	due by 11am
Wed Apr 6, 2016	<a href="https://ufl.instructure.com/courses/326330/assignments/2955642">Week 13 Quiz (https://ufl.instructure.com/courses/326330/assignments/2955642)</a>	due by 11:45am
Mon Apr 11, 2016	<a href="https://ufl.instructure.com/courses/326330/assignments/2961665">Media Component (https://ufl.instructure.com/courses/326330/assignments/2961665)</a>	due by 11am
	<a href="https://ufl.instructure.com/courses/326330/assignments/2961662">Peer evaluations of your group for media assignment (https://ufl.instructure.com/courses/326330/assignments/2961662)</a>	due by 11am
Wed Apr 13, 2016	<a href="https://ufl.instructure.com/courses/326330/assignments/2955643">Week 14 Quiz (https://ufl.instructure.com/courses/326330/assignments/2955643)</a>	due by 11:45am
	<a href="https://ufl.instructure.com/courses/326330/assignments/2961657">Peer Review (of Classmate's Proposal) (https://ufl.instructure.com/courses/326330/assignments/2961657)</a>	