



MASTER COURSE OUTLINE

A. SMGT 1220 Work Teams

B. COURSE DESCRIPTION:

This course focuses on building and maintaining collaborative relationships among project teams and/or self-managing work teams. Participants are introduced to concepts that help turn groups into highly productive teams, resulting in improved performance. A secondary emphasis is on the emerging importance and use of self-managing teams in organizations. The course focuses on identifying when self-managing teams are needed and how they can be successfully implemented and supported in organizations.

(1 Cr – 1 lect, 0 lab)

C. *Core Theme: Critical Thinking

D. RIVERLAND INSTITUTIONAL LEARNING OUTCOMES:

This course addresses the following Riverland Institutional Learning Outcome(s):

- ☒ ILO 1: critical thinking (*Core Theme Goal 2*)
- ☐ ILO 2: awareness of the larger global community (*Core Theme Goal 7 or 8*)
- ☐ ILO 3: ethical, engaged citizenship (*Core Theme Goal 9 or Goal 10*)
- ☐ ILO 4: communication and collaboration (*Discipline Goal 1 and by any learning outcome(s) involving communication or collaboration*)

E. MAJOR CONTENT AREAS:

- Building and maintaining collaboration among teams
- Creating productive work teams
- Organizational needs for teams

F. GOAL TYPES, OBJECTIVES, AND OUTCOMES:

<u>GOAL</u>	<u>OBJECTIVES</u>	<u>OUTCOMES</u>
* <u>Critical Thinking</u>	Students will be able to recognize and articulate the value assumptions which underlie and affect decisions, interpretations, analysis and evaluations made by ourselves and others.	The student will successfully 1. draft common objective(s) for a team.

<u>CS</u>	describe a self-directed work team.	1. form self-directed work teams to achieve a course goal(s).
<u>CS</u>	analyze a manager's role with regards to teams.	1. explain how leaders influence the success of work teams.
<u>CS</u>	recognize team growth stages.	1. demonstrate the evolutionary stages of an effective work team.
<u>CS</u>	understand how to evaluate a work team.	1. assess a team's level of empowerment and effectiveness.
<u>CS</u>	understand management and mentoring needs of a team.	1. explain the management and mentoring needs of a work team.

G. SPECIAL INFORMATION:

This course may require use of the Internet, the submission of electronically prepared documents and the use of a course management software program. Students who have a disability and need accommodations should contact Accessibility Services at the beginning of the semester. This information will be made available in alternative format, such as Braille, large print, or current media, upon request.

H. COURSE CODING INFORMATION:

Course Code A/Class Maximum 48; Letter Grade

Revision date: 04/20/11; 09/01/16; 04/02/26

AASC Approval date: 09/20/16; 05/12/26

*These five MnTC Goals have been identified as Riverland Community College Core Themes. Every course in the Riverland Community College curriculum shall meet outcomes from one of these themes.

**These five MnTC Goals have been identified as Riverland Community College Disciplines. Riverland's MnTC courses also shall meet outcomes from a Discipline Area.

NOTE: The Minnesota Transfer Curriculum "10 Goal Areas of Emphasis" are reflected in the five required discipline areas and five core themes noted in the Riverland Community College program of study guide and/or college catalog.

*Riverland Community College Core Themes	MnTC Goal Number
Critical Thinking (CT)	2
Human Diversity (HD)	7A, 7B, 7A/B
Global Perspective (GP)	8
Ethical and Civic Responsibility (EC)	9
People and the Environment (PE)	10

**Riverland Community College Discipline Areas	MnTC Goal Number
Communication (CM)	1
Natural Sciences (NS)	3
Mathematics/Logical Reasoning (MA)	4
History and the Social & Behavioral Sciences (SS)	5
Humanities and Fine Arts (HU)	6

Riverland