



MASTER COURSE OUTLINE

A. SMGT 1270 Creativity and Innovation

B. COURSE DESCRIPTION:

This course examines how to develop creativity skills to launch projects and resolve issues. It focuses on developing fresh insights and perspectives on the routine elements of any job and to view problem-solving as a creative opportunity. Creativity in the workplace contributes to an organization's competitive advantage, facilitates organizational change, and increases productivity.

(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:

- Inspiring creativity
- Creative problem solving
- Generating ideas
- Innovative problem solving

F. GOAL TYPES, OBJECTIVES, AND OUTCOMES:

<u>GOAL</u>	<u>OBJECTIVES</u> Students will be able to	<u>OUTCOMES</u> The student will successfully
*Critical Thinking	imagine and seek out a variety of possible goals, assumptions, interpretations, or perspectives which can give alternative meanings or solutions to given situations or problems.	1. review models to identify opportunities for creativity generation.

<u>CS</u>	understand the creative process.	1. identify approaches to the creative process.
<u>CS</u>	analyze brainstorming activities.	1. conduct brainstorming and related activities.
<u>CS</u>	understand the role of a supervisor in creating a supportive climate for creativity.	1. draft an action plan to create a climate supportive of creativity and innovation in the workplace.
<u>CS</u>	understand barriers to creativity and innovation in the workplace.	1. identify possible barriers to creativity and innovation in the workplace.
<u>CS</u>	understand the techniques and activities that motivate creativity.	1. explain the techniques and activities that motivate creativity.
<u>CS</u>	understand creative thinking skills that translate ideas into action.	1. produce a creative solution to a current problem.
<u>CS</u>	define innovation and examine the characteristics of creative people.	1. report on leading innovators throughout history. 2. draw comparisons among leading innovators. 3. compare and contrast processes and outcomes of creativity versus innovation.

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