

THE UNIVERSITY OF NORTH CAROLINA/GREENSBORO
THE SCHOOL OF CONTINUAL LEARNING/EDUCATION
MASTERS OF ARTS IN LIBERAL STUDIES

DEPARTMENT OF BUSINESS ADMINISTRATION

MLS/620B-81 PARALLELS IN HUMAN AND ORGANIZATIONAL
DEVELOPMENT

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Office Hours: Tuesdays & Thursdays: 1-2PM
Tuesdays: 5-6PM

Book: Schutz, Will: THE HUMAN ELEMENT: 1994 Jossey-Bass Publishers, San Francisco, Calif.

Instruments: These will be provided by me. There will a charge for each as I have to buy them. Cost is about \$10.00 each. MBTI, FIRO-B, KAI.

I will provide a bound volume of reading materials in addition to the text.

COURSE DESCRIPTION: I have long believed that there is a significant connection between human development and organization development. This course is my attempt to recognize the similarities between each of these disciplines. Today we humans have a greater expectation for satisfying work and it becomes more important to us as we attain higher levels of education and personal experiences. Today work is perceived as a vehicle for personal growth and development as much as a means to an end. We will explore the implications of these stages of transition by focusing on three major constructs, Strategic, Cultural and Political. We will use these constructs to compare and contrast the similarities and differences of the developmental processes for humans and organizations.

COURSE OBJECTIVES: Introduce the participants to the current thinking about human development. I will not require Pinker's book, The Blank Slate: The Modern Denial of Human Nature but will use excerpts from it when appropriate. We will explore some of the current thinking about behavior and look at the some of the theories about human development.

In addition we will look at the development of change theory and relate the theories to the applications often undertaken to effect change. Cultural attitudes and values both social and business related influences the strategic intent of organizations.

Share models which encourage critical thinking and which might encourage us to look at content and processes in new ways.

LEARNING REOURCES: We will use books, articles, videos, class discussion and our own life experiences to integrate the theories and bring them to life for each of us. I expect to learn much more from you, adult students, than you will from me. A concept which anchors the discipline of Organizational Learning.

GRADES: a paper 10-12 pages in length, which reflects your thinking and learning about the theories, behaviors as they relate to your own development and behaviors you have acquired throughout your lifetime, till now. You should be able to support your opinions either from the readings or from your own life experiences. This is not just an “I feel this” kind of paper.

SYLLABUS

Period 1: January 10, through February 14, 2007.

Human Development: Readings from various articles in the booklet. Focus will be on human development theories, doing the instruments to identify our preferences for our own behaviors and compare them to Erikson and Loveinger and Schutz.

Period 2. February 21, through March 21, 2007.

Organization Development: We will look at how organization theory has developed and influenced their processes which provide the basis for their own sustainability or lack of sustainability. Change theory will be an important guide to the development of the various processes implemented by organizations and their impact on humans.

Period 3. March 28 through April 25, 2007

We will examine the stages of organizations and human as it they relate to “mature stages” of organizational development and adult development. How the needs of humans to develop as healthy adults often conflicts with the needs of organizations to have high performers. The nature of work as humans see it and the nature of work as organizations see it.

The paper will be due April 25, 2007

I teach in Germany 2-3 times per year in an exchange program for International MBA Students. I will probably be out of the country around spring break. The first week in March. Class resumes March 14, 2007

