



COURSE OUTLINE: PFP0202 - INTER.PERSON.DYNAMIC

Prepared: Alan R. Montgomery

Approved: Martha Irwin, Chair, Community Services and Interdisciplinary Studies

Course Code: Title	PFP0202: INTERPERSONAL AND GROUP DYNAMICS
Program Number: Name	1120: COMMUNITY INTEGRATN
Department:	C.I.C.E.
Academic Year:	2022-2023
Course Description:	This is an introductory course in group behaviour and interpersonal relations theories. The aim is to, with the assistance of a learning specialist, develop interpersonal effectiveness in teams and as individual team members through the use of effective communication skills. Emphasis is placed on cohesive group decision-making through a democratic problem-solving process. The course focuses on establishing group cohesiveness among divergent individual communities.
Total Credits:	3
Hours/Week:	3
Total Hours:	42
Prerequisites:	There are no pre-requisites for this course.
Corequisites:	There are no co-requisites for this course.
Vocational Learning Outcomes (VLO's) addressed in this course:	1120 - COMMUNITY INTEGRATN
Please refer to program web page for a complete listing of program outcomes where applicable.	VLO 1 Integrate fully in academic, social and community activities.
Essential Employability Skills (EES) addressed in this course:	EES 1 Communicate clearly, concisely and correctly in the written, spoken, and visual form that fulfills the purpose and meets the needs of the audience. EES 2 Respond to written, spoken, or visual messages in a manner that ensures effective communication. EES 4 Apply a systematic approach to solve problems. EES 5 Use a variety of thinking skills to anticipate and solve problems. EES 8 Show respect for the diverse opinions, values, belief systems, and contributions of others. EES 9 Interact with others in groups or teams that contribute to effective working relationships and the achievement of goals. EES 11 Take responsibility for ones own actions, decisions, and consequences.
Course Evaluation:	Passing Grade: 60%, C A minimum program GPA of 2.0 or higher where program specific standards exist is required for graduation.



Course Outcomes and Learning Objectives:

Upon successful completion of this course, the CICE student, with the assistance of a Learning Specialist will acquire varying levels of skill development relevant to the following learning outcomes:

Course Outcome 1	Learning Objectives for Course Outcome 1
1. Explore and describe interpersonal communication.	1.1 Describe the components of the communication process. 1.2 Define interpersonal communication. 1.3 Identify various levels of intimacy and self-disclosure using the continuum of Interpersonal Communication. 1.4 List the six principles of interpersonal communication. 1.5 Identify reasons why knowledge of interpersonal and group dynamics is important for personal and career success. 1.6 Identify strategies that will improve your ability to communicate more effectively.
Course Outcome 2	Learning Objectives for Course Outcome 2
2. Explore, define and describe the concept of self.	2.1 Outline contemporary policing. 2.2 Define self-concept, self-esteem and self-presentation and discuss how each relates to communication. 2.3 Apply Maslow's hierarchy of needs to communication. 2.4 Explain the additions of diversity and managing technology as human needs. 2.5 Describe five strategies to improve self-concept and self-esteem.
Course Outcome 3	Learning Objectives for Course Outcome 3
3. Explore and describe the effects of perception on communication.	3.1 Define perception and interpersonal perception. 3.2 List and explain three stages of perception. 3.3 Explain the impact of perception on interpersonal communication. 3.4 Explain attribution theory. 3.5 Describe errors, barriers and biases in interpersonal perception and attribution. 3.6 Identify and give examples of five strategies to improve interpersonal perception.
Course Outcome 4	Learning Objectives for Course Outcome 4
4. Explore and describe the skills needed for effective interpretation of non-verbal communication.	4.1 Define and explain the five functions of non-verbal communication. 4.2 List and explain the six types of non-verbal communication. 4.3 Explain four strategies to improve your interpretation of non-verbal communication. 4.4 Define listening. 4.5 Discuss five major barriers to effective listening. 4.6 Explain six strategies to improve listening.
Course Outcome 5	Learning Objectives for Course Outcome 5
5. Explore and describe the skills needed for effective verbal communication.	5.1 Describe four major characteristics of verbal communication. 5.2 Identify barriers to effective verbal communication. 5.3 Explain and differentiate between the two types of communication climate.



	5.4 Apply several of the ten common strategies used to improve interpersonal communication.
Course Outcome 6	Learning Objectives for Course Outcome 6
6. Explore and describe work groups and teams.	6.1 Define groups and teams and note differences between them. 6.2 Explain how groups and teams meet members` personal and professional needs. 6.3 List the various types of teams and groups. 6.4 Explain the stages of group development according to Tuckman`s model. 6.5 List the common characteristics of groups and teams. 6.6 Discuss conformity, compliance and obedience as related to groups and behaviour within teams. 6.7 Identify the characteristics of an effective group and differentiate an effective group from an ineffective group. 6.8 Identify the skills required for effective performance in teams and groups.
Course Outcome 7	Learning Objectives for Course Outcome 7
7. Explore and describe factors involved in designing effective teams.	7.1 Explain why we are attracted to some people. 7.2 Identify and explain several factors that influence team design and composition. 7.3 Explain several factors that influence team success. 7.4 Identify barriers to effective teamwork. 7.5 Explain several factors and steps that must be considered when building a team. 7.6 Use a variety of skills to enhance personal performance on a team.
Course Outcome 8	Learning Objectives for Course Outcome 8
8. Explore and describe various effective problem solving and decision making models.	8.1 Differentiate between the two processes of problem solving and decision making. 8.2 Set effective goals to assist in problem solving and decision making. 8.3 List the ways that groups make decisions. 8.4 Explain barriers to effective decision making and problem solving in groups and teams. 8.5 Use two models for improving problem solving and decision making in a group. 8.6 Explain three variations of group decision making. 8.7 Explain various ways to improve decision making and problem solving in a group or a team.
Course Outcome 9	Learning Objectives for Course Outcome 9
9. Explore and describe various effective leadership skills.	9.1 Define leadership and differentiate leadership from management. 9.2 Explain three approaches to leadership. 9.3 List and explain the sources of power. 9.4 Explain various styles of leadership. 9.5 Explain effective leadership skills and behaviours. 9.6 Demonstrate effective skills for dealing with superiors.



	9.7 Discuss the issue of leadership from a policing perspective.
Course Outcome 10	Learning Objectives for Course Outcome 10
10. Explore and describe various effective methods of dealing with change.	10.1 Define change and the various types of change. 10.2 Explain how organizations react to change. 10.3 List the various ways that people react to change and the various reasons that people may resist change. 10.4 Use force-field analysis to explain the process of change. 10.5 List the organizational and personal methods that can be used to overcome resistance to change. 10.6 Discuss areas of change occurring in policing today including changes in officer training and recruitment.

Evaluation Process and Grading System:

Evaluation Type	Evaluation Weight
Assignment 1	5%
Assignment 2	5%
Examination 1	30%
Examination 2	30%
Examination 3	30%

CICE Modifications:

Preparation and Participation

1. A Learning Specialist will attend class with the student(s) to assist with inclusion in the class and to take notes.
2. Students will receive support in and outside of the classroom (i.e. tutoring, assistance with homework and assignments, preparation for exams, tests and quizzes.)
3. Study notes will be geared to test content and style which will match with modified learning outcomes.
4. Although the Learning Specialist may not attend all classes with the student(s), support will always be available. When the Learning Specialist does attend classes he/she will remain as inconspicuous as possible.

A. Further modifications may be required as needed as the semester progresses based on individual student(s) abilities and must be discussed with and agreed upon by the instructor.

B. Tests may be modified in the following ways:

1. Tests, which require essay answers, may be modified to short answers.
2. Short answer questions may be changed to multiple choice or the question may be simplified so the answer will reflect a basic understanding.
3. Tests, which use fill in the blank format, may be modified to include a few choices for each question, or a list of choices for all questions. This will allow the student to match or use visual clues.
4. Tests in the T/F or multiple choice format may be modified by rewording or clarifying statements into layman's or simplified terms. Multiple choice questions may have a reduced number of choices.

C. Tests will be written in CICE office with assistance from a Learning Specialist.



The Learning Specialist may:

1. Read the test question to the student.
2. Paraphrase the test question without revealing any key words or definitions.
3. Transcribe the student's verbal answer.
4. Test length may be reduced and time allowed to complete test may be increased.

D. Assignments may be modified in the following ways:

1. Assignments may be modified by reducing the amount of information required while maintaining general concepts.
2. Some assignments may be eliminated depending on the number of assignments required in the particular course.

The Learning Specialist may:

1. Use a question/answer format instead of essay/research format
2. Propose a reduction in the number of references required for an assignment
3. Assist with groups to ensure that student comprehends his/her role within the group
4. Require an extension on due dates due to the fact that some students may require additional time to process information
5. Formally summarize articles and assigned readings to isolate main points for the student
6. Use questioning techniques and paraphrasing to assist in student comprehension of an assignment

E. Evaluation:

Is reflective of modified learning outcomes.

NOTE: Due to the possibility of documented medical issues, CICE students may require alternate methods of evaluation to be able to acquire and demonstrate the modified learning outcomes

Date:

September 7, 2022

Addendum:

Please refer to the course outline addendum on the Learning Management System for further information.

