



**I. COURSE DESCRIPTION:**

This course focuses on the theories and concepts of group process from a multidisciplinary perspective. Learners have the opportunity to experience and critically reflect on group process. The examination of self in relation to group process is an essential component. This course builds upon leadership and change theory with a practical application to group processes.

**II. TEACHING/LEARNING PROCESS:**

This course is designed as hybrid of face-to-face in class and LMS components to facilitate student and teacher interaction and learning. Opportunities will be provided to work through normal group dynamics and various group roles that effectively promote group exchange. Through thoughtful discussions and personal reflections both learners and teachers will explore the human, cultural and societal variables that have a direct impact on how groups form and interact. Simulations, case studies, and direct observation and facilitation of groups will be included in the process of learning.

In class and the LMS NURS 4206 bulletin board dialogue that is based on mutual respect and a sense of risk taking and discovery will be key to sharing what we will learn together... For this to occur, trust will be an essential element.

**III. ENDS-IN-VIEW**

Learners will explore the dimensions of group culture in relationship to nurse's work (clinical, political, education and research). They will enhance their awareness of group diversity, acknowledging multiple perspectives, values and norms within heterogeneous groups, and demonstrate beginning competencies in managing diversity within groups. Learners will develop and integrate theoretical knowledge and apply group process expertise in reality based and simulated situations with the ultimate goal of developing praxis. They will challenge and examine their leadership competency in learning and professional related groups to a) execute power strategies, b) facilitate effective decision making and discussion, c) positively influence process, and d) promote self care and healing. Finally, learners will engage in reflective practice with the purpose of coming to know self in groups, and finding an authentic and professional voice.

**IV. COURSE RESOURCES : Required:**

College of Nurses. (2006). *Conflict prevention and management*. Toronto, Canada: Author. Retrieved from

[http://www.cno.org/docs/prac/47004\\_conflict\\_prev.pdf](http://www.cno.org/docs/prac/47004_conflict_prev.pdf)

Dimock, H. & Kass, R. (2007). *How to observe your group*. 4<sup>th</sup> edition. Captus Press: North York.

Dimock, H. & Kass, R. (2008). *Leading and managing dynamic groups*. 4<sup>th</sup> edition. Captus Press: North York.

Chinn, P. (2008). *Peace and power: Creative leadership for building community*. 7<sup>th</sup> edition. National League of Nursing.

Kelly, P. & Crawford, H. (2008). *Nursing Leadership and Management*. (1<sup>st</sup> Canadian Edition). Toronto: Nelson Education

Health Canada Website: <http://www.hc-sc.gc.ca/www.health.gov.on.ca>

**V. CONCEPTS FOR EXPLORATION:**

Community and Inter-subjective Culture

Relation of Society and Group

Values and Norms

Group Process and Dynamics

Nurses Work and Groups

Power

Decision-Making

Change

Conflict Resolution

Self In Relation To Group

## VI. GRADED ACTIVITIES

Assignment #1 - Written Group Observation Paper- Worth 35% of course grade

Assignment # 2 - Face To Face Micro-Leading Evaluations-Worth 15% of course grade Assignment

Assignment #3- Written Paper Defining A Professional Voice -Worth 40 % of course grade

Assignment #4- LMS Group Bulletin Posting- Worth 10% of course grade

<u>Grade</u>	<u>Definition</u>	<u>Grade Point Equivalent</u>
A+	90 – 100%	4.00
A	80 – 89%	
B	70 - 79%	3.00
C	60 - 69%	2.00
D	50 – 59%	1.00
F (Fail)	49% and below	0.00
CR (Credit)	Credit for diploma requirements has been awarded.	
S	Satisfactory achievement in field /clinical placement or non-graded subject area.	
U	Unsatisfactory achievement in field/clinical placement or non-graded subject area.	
X	A temporary grade limited to situations with extenuating circumstances giving a student additional time to complete the requirements for a course.	
NR	Grade not reported to Registrar's office.	
W	Student has withdrawn from the course without academic penalty.	

**NOTE:** Mid Term grades are provided in theory classes and clinical/field placement experiences. Students are notified that the midterm grade is an interim grade and is subject to change.

## VII. SPECIAL NOTES:

For such reasons as program certification or program articulation, certain courses require minimums of greater than 50% and/or have mandatory components to achieve a passing grade.

It is also important to note, that the minimum overall GPA required in order to graduate from a Sault College program remains 2.0.

All NURS courses require 60% for a passing grade.

Attendance: Sault College is committed to student success. There is a direct correlation between academic performance and class attendance; therefore, for the benefit of all its constituents, all students are encouraged to attend all of their scheduled learning and evaluation sessions. This implies arriving on time and remaining for the duration of the scheduled session.

### Special Needs:

If you are a student with special needs (e.g. physical limitations, visual impairments, hearing impairments, or learning disabilities), you are encouraged to discuss required accommodations with your professor and/or the Special Needs office. Visit Room E1101 or call Extension 2703 so that support services can be arranged for you.

### Retention of Course Outlines:

It is the responsibility of the student to retain all course outlines for possible future use in acquiring advanced standing at other postsecondary institutions.

### Communication:

The College considers **LMS** as the primary channel of communication for each course. Regularly checking this software platform is critical as it will keep you directly connected with faculty and current course information. Success in this course may be directly related to your willingness to take advantage of the **Learning Management System** communication tool.

Plagiarism:

Students should refer to the definition of “academic dishonesty” in *Student Code of Conduct*. Students who engage in academic dishonesty will receive an automatic failure for that submission and/or such other penalty, up to and including expulsion from the course/program, as may be decided by the professor/dean. In order to protect students from inadvertent plagiarism, to protect the copyright of the material referenced, and to credit the author of the material, it is the policy of the department to employ a documentation format for referencing source material.

Course Outline Amendments:

The professor reserves the right to change the information contained in this course outline depending on the needs of the learner and the availability of resources.

Substitute course information is available in the Registrar's office.

**VIII. PRIOR LEARNING ASSESSMENT:**

Students who wish to apply for advanced credit in the course should consult the professor. Credit for prior learning will be given upon successful completion of a challenge exam or portfolio.

**IX. DIRECT CREDIT TRANSFERS:**

Students who wish to apply for direct credit transfer (advanced standing) should obtain a direct credit transfer form from the Dean's secretary. Students will be required to provide a transcript and course outline related to the course in question.

**X. COURSE OUTLINE ADDENDUM:**

The provisions contained in the addendum located on the portal form part of this course outline. Please refer to your NURS 4206 syllabus for additional information.