



**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. LEARNING OUTCOMES AND ELEMENTS OF THE PERFORMANCE:****Ends-In-View**

Learners will explore the dimensions of group culture in relationship to nurse's work (clinical, political, educational and research). Learners will expand 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 change, 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.

**Process**

This course is designed as a hybrid of face to face in class and Learning Management System (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 LMS bulletin board dialogue that is based on mutual respect and a sense of risk taking and discovery will be key to unlocking what we will learn together. For this to occur, trust will be an essential element.

**III. TOPICS:****CONTENT OUTLINE**

Concepts for exploration will include some or all of the following:

- Community and inter-subjective (group) culture
- Relation of society and group
- Values and norms
- Power
- Nurses work and groups
- Process and dynamics
- Decision-making
- Change
- Leadership
- Self-care and healing
- Conflict resolution
- Self in relation to group

Please note the course agenda is subject to change based on learner or professor needs. Details of course schedule are in the course evaluation processes and learning activities package.

**IV. REQUIRED RESOURCES/TEXTS/MATERIALS:**

Dimock, H. (2007). *How to observe your group* (4<sup>th</sup> ed.). Concord, ON: Captus Press.

Chinn, P. (2004). *Peace and power: Creative leadership for building community* (6<sup>th</sup> ed.). Toronto, ON: Jones and Bartlett.

<http://www.health.gov.on.ca/> Interprofessional Education Program

[http://www.hc-sc.gc.ca/hcs-sss/hhr-rhs/index\\_e.html](http://www.hc-sc.gc.ca/hcs-sss/hhr-rhs/index_e.html) Collaborative Care

CNO. (2006). *Conflict prevention and management*. Toronto, ON: Author.

RNAO. (2006). *Healthy work environments best practice guidelines: Collaborative practice among nursing teams*. Toronto, ON: Author.

Journal articles as assigned or recommended.

**Recommended Resources/Texts/Materials:**

Schwarz, R. (2002). *The skilled facilitator: A comprehensive resource for consultants, facilitators, managers, trainers, and coaches*. San Francisco, CA: Jossey-Bass. (on reserve in library)

Other texts and journal articles will be made available on reserve in library.

Textbooks/materials used in previous and concurrent courses

**V. EVALUATION PROCESS/GRADING SYSTEM:**

1. Assignment #1: Written Paper: Formal and Informal Groups: Group Observation and Facilitation (35%)
2. Assignment #2: Written Paper: Defining a Professional Voice (50%)
3. Assignment #3: Face-to-Face Microleading Self Evaluation (15%)

**In order to achieve a passing grade in the course all students must complete the LMS bulletin postings and the microleading sessions. Details are provided in the evaluation processes and learning activities package.**

Please refer to the North Eastern Ontario Collaborative Nursing Program Student Manual on policies regarding assignments. Policies on late assignments/extension requests will be strictly followed. Extension requests must be made in writing prior to the due date and time. Written requests via the course LMS are acceptable with permission from the course professor. Written requests must include the new due date and time. Extension penalties for non extenuating circumstances will be 10% per day including weekends and holidays.

The following semester grades will be assigned to students:

<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:**

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.

All science courses, including BIOL2105, BIOL2111, CHMI2220 and elective courses require 50% for a passing grade.

**VI. SPECIAL NOTES:**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 **WebCT/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.

**VII. 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.

**VIII. 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.