

University of Arkansas - Fort Smith
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General Syllabus

LEAD 36403 Group Dynamics

Credit Hours: 3

Lecture Hours: 3

Laboratory Hours: 0

Prerequisite or corequisite: None

Effective Catalog: 2024-2025

I. Course Information

A. Catalog Description

Examines the patterns exhibited in the group environment. Dynamics of communication, perception, norms and deviance in group membership are reviewed in their relationship to group leadership and development. Case studies will be used to apply group theory to applicable measures of effective strategies in predicting group dynamics.

B. Additional Information

This course reflects consideration of the evolving definitions of group membership – virtual, multinational, diversity in gender and age, and the impact of social media in group communication.

I. Student Learning Outcomes

A. Subject Matter

Upon successful completion of this course, the student will be able to:

1. Examine the processes of perception and membership within groups.
2. Relate the dynamics of norms and deviance in group formations.
3. Compare and discuss leadership theories and practices which define the evolving needs of groups.
4. Develop strategic solutions to contemporary organizational challenges in a rapidly changing environment.

B. University Learning Outcomes

This course enhances student abilities in the following areas:

Analytical Skills

Critical Thinking - The student will identify a problem, isolate its components, organize information for decision making, establish criteria for evaluation, and draw appropriate and creative conclusions through participation in problem-solving and troubleshooting activities.

Communication Skills (written and oral)

The student will demonstrate the ability to read and comprehend information through application of theoretical information obtained from course written materials to practical application. Additionally, the student will have opportunities to express ideas and concepts through descriptive writing assignments.

Ethical Decision Making

The student will be involved in team activities to make observations, carry out discussions with others and review the impact of issues on those who have diverse backgrounds. The student will reach workable consensus regarding policy and decisions of ethics applications in the workplace.

Global and Cultural Perspectives

The student will work with other students from diverse backgrounds, as well as understand the mechanisms necessary to form groups with diverse individuals.

II. Major Course Topics

- A. Selective perception and its link to culture, group behavior, communication, and influence
- B. The functions of groups
- C. Norms and values within groups that define and impact organizational mission
- D. Leadership and changing group norms
- E. Group goals and group problem-solving
- F. Leadership and emerging trends in group consensus