

TEAM BUILDING

BMGT 1307.50

McLennan

C O M M U N I T Y

COLLEGE

WACO, TEXAS

COURSE SYLLABUS

AND

INSTRUCTOR PLAN

TEAM BUILDING

BMGT 1307.50

M. BOYCE WILSON

NOTE: This is a 16-week course.

COVID 19 Notice:

McLennan Community College is committed to providing you with every resource you need to reach your academic goals including your safety. We will continue to monitor the evolving situation with COVID 19 and adjust our safety guidelines to make sure we offer a safe environment for you and our faculty. Please make sure to consult your faculty and the MCC website at <https://www.mclennan.edu/crisis-management/coronavirus-updates/index.html> on any changes to these guidelines.

AN EQUAL OPPORTUNITY INSTITUTION

SPRING 2022

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Course Description:

Presents the basic principles of building and sustaining teams in organizations including team dynamics and process improvement.

Semester Hours: 3 (3 lecture)

Class Dates/Times: Tuesdays 6:30 PM – 9:30 PM

Class Location: BT 229

Prerequisites and/or Corequisites:

BMGT 1327 or consent of department chair.

Course Notes and Instructor Recommendations:

This course is primarily student-led and instructor-assisted in order to maximize the effect of the teams functioning within the course. Each student in the course will be divided into a functional and a cross-functional team. Every team must work cohesively to ensure its own success and the success of other teams in the course. In this dynamic, team-driven environment, students will learn more about themselves, cooperation, conflict negotiation, and management while learning to address the unique challenges of the team environment.

Every student should be prepared to contribute to the class approximately **\$40-\$60** (to be administered by the students of this class) as part of this course at the beginning of the semester.

Please understand that you **CANNOT** pass this class without working effectively within your assigned teams. We will work hard, we will be committed throughout the semester, but we will have a lot of fun and learn a lot in the process!

Essential business skills will be reinforced throughout this semester. These are skills necessary to achieve success in the workplace and in life. Your instructors' course policies are designed to enforce such skills as timeliness, accountability, responsibility, effective communication, professionalism, and integrity. Each of these policies are defined within the course syllabus.

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Instructor Information:

Instructor Name: Michael “Boyce” Wilson
MCC E-mail: mwilson@mclennan.edu
Office Phone Number: (254) 299-8688
Office Location: BT 209
Office/Teacher Conference Hours: M/W 12:30 PM – 2:30 PM
T 12:30-6:30 PM
Zoom Webconference Information: Meeting ID: 254-299-8688
Must be scheduled in advance with instructor

*****INSTRUCTOR NOTE:*****

Brightspace offers the ability to send an “instant message” to me from within the course. Please do not use this feature if you need to contact us and receive a response fairly quickly. The instant message (IM) feature does not alert my cell phone or email, both of which I monitor closely. Additionally, even though I may appear to be online, I may be actively teaching other courses and unable to respond. Email is the preferred method of communication, followed by Zoom meeting, text message, then telephone call.

When contacting me by email for this course, you must follow these rules:

1. Write using formal English only (as if to the president of the company where you work).
2. Always begin your subject line with BMGT 1307.50 (the class’ email will be sorted into a specific file).
3. Use your MCC student email address – external email addresses are often caught by the spam filter and will likely not be seen.
4. Attach documents using Microsoft Office formats (doc, docx, xls, xlsx, ppt, and pptx) or in Rich Text Format, when possible (see note in the Required Software section). Avoid sharing documents with your professor through OneDrive, Google Drive, or Dropbox unless absolutely necessary. Work will not be accepted by email.

Failure to do any of the above may result in me not seeing or reading your email. I read my e-mail at least twice a day during the week; however, if you send an e-mail at 11 PM with a question you need answered before tomorrow, I likely will not read it before you need a response. I do not always read e-mails on the weekends. Do not expect instantaneous responses from me. Instructors are not 24/7 call centers and many students need assistance, therefore you must plan ahead. Remember, poor planning on your part does not constitute an emergency for anyone else.

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When you send an e-mail, ALWAYS begin the subject line with BMGT 1307.50. If you respond to my e-mail, hit reply, and make sure BMGT 1307.50 is present in the subject line.

I do not answer e-mails asking when something is due. You have a schedule both here in the syllabus and in Brightspace which will tell you exactly when everything is due. As a college student, you are expected to be both responsible and accountable.

Required Text & Materials:

Title: Making the Team: A Guide for Managers
Author: Thompson, Leigh
Edition: 6th
Publisher: Pearson
ISBN: 978-0-134-48495-2 (digital) -or- 978-0-134-48420-4 (print)

*****INSTRUCTOR NOTE:*****

This course is an inclusive access course. This means that the cost of your digital textbook has been included in your tuition. Your Statistics text is linked to your Brightspace shell.

Students will be required to contribute \$40-\$60 to be administered by students of the class for specific purposes.

Required Software:

Microsoft Office – download for free at <https://www.mclennan.edu/tech-support/software.html>

Required Hardware:

For students desiring to contact the instructor via Zoom, you will need either a PC or Mac with webcam, microphone, and speakers/headset or a smart device capable of installing the free Zoom app.

MCC Bookstore Website: <http://www.mclennan.edu/bookstore/>

Minimum Technical Skills:

Students should have a basic understanding of how to navigate webpages and utilize hyperlinks within website content.

Assignments will be submitted and testing completed in Brightspace. Assignments will not be accepted by e-mail.

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Methods of Teaching and Learning:

1. This course is based on in-class team activities, out-of-class team activities, management experiments, role-playing, research papers, oral reports, community activity, and lecture.
2. Often, your success in the course can be maintained through discussion with me. Please let me know if you are experiencing difficulties. If you have concerns, tell me immediately. I can only help if I am aware of the situation!
3. Time is NOT your friend! For today's college student (and today's business professional), time is our most limited commodity. You must manage your time effectively to ensure that you complete all course requirements while maintaining your responsibilities at home, work, and in society.

Course Objectives and/or Competencies:

By the end of the semester, the student should be able to:

- Participate in self-directed functional work teams;
- Capture information in written, oral, and visual forms as a reference base on team process and leadership; and,
- Acquire knowledge of and experience in order to adapt to ongoing team-oriented environments and/or provide leadership in the establishment of team oriented work sites with an emphasis on research methodology.

Specific Competencies:

During the course of the semester, students will:

- Analyze the process of team building;
- Integrate interpersonal skills and group dynamics;
- Assume leadership roles to direct and organize;
- Participate in a team to apply tools and techniques of the problem solving process;
- Allocate time, money, materials, space, and staff;
- Work on teams, teach others, serve customers, lead, negotiate, and work well with people from culturally diverse backgrounds;
- Work in cross-functional teams to accomplish other duties within the course;
- Negotiate among themselves on their functional and cross-functional teams;
- Teach one another;
- Acquire and evaluate data, organize and maintain files, interpret and communicate information, and use computers to process information;

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- Search for relevant data on team building via interviews, periodicals, and the Internet;
- Interpret the current information as to its relevance of team building;
- Organize relevant information in order to present and write;
- Organize all class information to be included in a final research project;
- Monitor and correct peer performance;
- Create a team operating agreement;
- Design a system of checks and balances for their teams;
- Identify the stages of group formation;
- Monitor and correct performance of team members
- Monitor team progress and improve its workings and systems as needed;
- Read, write, compute, and speak in public settings;
- Listen to team members' input and understand that there are many ways to solve problems;
- Discuss topics, plans, and problems with one another and the management team;
- Write information to present to the class;
- Orally present topics to the class;
- Improve their ability to learn, reason, and think creatively in order to make decisions and solve problems;
- Make decisions both individually and as team members to solve problems as they arise;
- Think creatively to complete their team project and operate in a realm unfamiliar to most;
- Select which information to include in their topics as to its relevance and importance to leadership and team building;
- Develop individual responsibility, self-esteem, self-management, sociability, and integrity;
- Be held responsible for all readings and assignments throughout the class – students are made aware of the rules and their responsibilities;
- Be responsible and accountable to one another within their teams and are responsible for dealing with problems within the team; and,
- Discuss characteristics of being an effective team player and exhibit those characteristics while working within their teams.

Course Outline or Schedule:

In the event that a schedule change is necessary, students will be notified by course announcement in Brightspace and the information changed on the course calendar located in Brightspace. All assignments must be submitted by 11:59 PM on the specified due date.

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Week	Date	Assigned Reading	Class Activity	Assignment Due
1	1/11	Chapter 1	Syllabus Review [BWil] Course Structure Intro [BWil] Low-Tech Social Network [BWil]	
	1/16			Chapter 1 Quiz [Ind] Personality Profile [Ind]
2	1/18	Chapter 2	Assignment to Functional Teams [BWil] Intro to CF Teams [BWil] Assignment to CF Teams [F-Teams] Team Operating Agreements [BWil]	
	1/23			Chapter 2 Quiz [Ind]
3	1/25	Chapter 3	Team Roles & Meetings [BWil] Tower Construction [BWil] Food Survey/Money Collection [Food CF]	
	1/30			Chapter 3 Quiz [Ind] Team Operating Agreement [F-Teams] Team Operating Agreement [CF-Teams] Initial Budget [Food CF]
4	2/1	Chapter 4	Meal Time [Food CF] Team Building Activity [Activities CF] 5 Dysfunctions of a Team [BWil]	
	2/6			Chapter 4 Quiz [Ind] Part 1 Exam [Ind]
5	2/8	Chapter 5	Meal Time [Food CF] Team Building Activity [Activities CF] Performance & Productivity [Lecture CF]	

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	2/13			Chapter 5 Quiz [Ind]
6	2/15	Chapter 6	Meal Time [Food CF] Team Building Activity [Activities CF] Communication [Lecture CF]	
	2/20			Chapter 6 Quiz [Ind] Research Paper Outline [RP Team]
7	2/22	Chapter 7	Meal Time [Food CF] Team Building Activity [Activities CF] Decision Making [Lecture CF]	
	2/27			Chapter 7 Quiz [Ind]
8	3/1	Chapter 8	Meal Time [Food CF] Individual & Team Evaluation [BWil] Team Building Activity [Activities CF]	
	3/6			Chapter 8 Quiz [Ind] 10 Sources [RP Team] MT Evaluation – F-Team [Ind] MT Evaluation – CF-Team [Ind] MT Evaluation [F-Teams] MT Evaluation [CF-Teams]
9	3/15	Chapter 9	Meal Time [Food CF] Team Building Activity [Activities CF] Creativity & Innovation [Lecture CF]	
	3/20			Chapter 9 Quiz [Ind] Part 2 Exam [Ind]
10	3/22	Chapter 10	Meal Time [Food CF] Team Building Activity [Activities CF]	

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			Subgroups/Multi-Teams [Lecture CF]	
	3/27			Chapter 10 Quiz [Ind]
11	3/29	Chapter 11	Meal Time [Food CF] Team Building Activity [Activities CF] Social Capital [Lecture CF]	
	4/3			Chapter 11 Quiz [Ind] Research Paper Rought Draft [RP CF]
12	4/5	Chapter 12	Meal Time [Food CF] Team Building Activity [Activities CF] Virtual Teamwork [Lecture CF]	
	4/10			Chapter 12 Quiz [Ind]
13	4/12	Chapter 13	Meal Time [Food CF] Team Building Activity [Activities CF] Multicultural Teams [Lecture CF]	
	4/17			Chapter 13 Quiz [Ind] Part 3 Exam [Ind]
14	4/19		Meal Time [Food CF] Team Building Activity [Activities CF] Motivation & Rewards [BWil]	
	4/24			Lecture Guide [Lecture CF] Activity Guide [Activities CF] Final Food Budget [Food CF] Final Research Paper [RP CF] EoS Evaluation – F-Team [Ind] EoS Evaluation – CF-Team [Ind] EoS Evaluation [F-Teams]

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			EoS Evaluation [CF-Teams]
15	4/26	End-of-Semester Celebration	
	5/1		Turnover Binder [F-Teams] Turnover Binder [CF-Teams]
16	5/3		Comprehensive Final Exam [Ind] Reflective Final Exam [Ind]

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Course Grading Information:

Management on Team (MOT)	x	30%	=	_____
Management on Individual (MOI)	x	30%	=	_____
Team on Individual (TOI)	x	30%	=	_____
Team on Team (TOT)	x	10%	=	_____
Total		100%	=	_____

90-100%	A
80-89.999%	B
70-79.999%	C
60-69.999%	D
0-59.999%	F

Each of the above categories of evaluation will have a variety of assignments. Some of these assignments may be weighted to reflect their relative importance to the mastery of course content. Many of these assignments will be in class; in-class activities may be added depending on the timeframe of class.

Assignments will fall under your Functional Team, Cross-Functional Team, and Individual Work:

Individual

- Personality Profile
- Chapter Quizzes
- Part Exams
- Reflective Final
- Comprehensive Final

Functional Team

- Team Operating Agreement
- Mid-term Evaluation
- End-of-Semester Evaluation
- Minutes
- Turnover Binder

Cross-Functional Team

- Team Operating Agreement
- Activities
- Research Paper
- Facilitated Lecture
- Meal Provision
- Minutes
- Turnover Binder

Late Work, Attendance, and Make Up Work Policies:

Assignment due dates can be found on your schedule, within this syllabus, and associated with each assignment and exam on Brightspace. **All work is due on or before the assigned date and time (Sundays of the week in which the material was covered)!** Late work will not be accepted. **The final exam cannot be submitted late.** If there is something that you believe may hinder the completion of an exam on time, it is your responsibility to contact the instructor to inform them.

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*****EXTENUATING CIRCUMSTANCES*****

I understand that COVID-19 and its variants are a real threat with very real impacts to health and the workplace. I also understand that people get sick for a variety of other reasons. I understand that family events occur, work requires attendance, and many other things can temporarily disrupt a student's classroom experience. However, less than 20% of students receiving extensions on their work actually complete the work within the extended timeframe. As such, **NO EXTENSIONS WILL BE GIVEN REGARDLESS OF CIRCUMSTANCE.**

Rather than give extensions, a certain number of grades (as shown below) will be dropped from your course average. Therefore, if you miss assignments or quizzes, be sure to complete them late. The lowest defined number of grades in each category will be automatically dropped. This protects you from extenuating circumstances during the semester (likely moreso than being granted an extension and it requires less effort on your part)!

Your 2 lowest chapter quiz grades will be dropped.

During the semester, students think they have plenty of time to work on their assignments, and you do, but do not procrastinate. This is not a self-paced course where everything is due at the end of the semester. Some of the work in each week may require significant time to complete. Plan ahead for this!

Attendance

It is MCC's policy that all students must be present for 75% or more of the course. Please know that I will drop you, if you fail to:

- (1) Miss more than eight (4) scheduled class sessions for any reason; or
- (2) Submit, completely and on time, any two weeks of activities.

If you do not complete the online orientation by the due date, you will be dropped from the course as "never attended." You may withdraw from the course and request a grade of "W" by the student-initiated drop date. If you fail to uphold the requirements of this policy, you will receive the grade earned at the end of the semester.

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Computer Problems

All coursework is required to be submitted via the Content tool within Brightspace. If you are unfamiliar with how to submit work in Brightspace, please review the materials provided in the Brightspace Orientation course, available to all MCC students. Due to the vast number of computers we have available on campus, as well as the availability of computers in community areas, I do not allow late work due to personal computer issues. MCC has created a WiFi hotspot in the parking lot of the Highlander Gym, as well as in all campus buildings, for students to use in the event that their home internet connection fails. Due to the availability of WiFi on campus and at many businesses and community centers, I do not allow late work due to home internet connection issues. It is your responsibility to ensure that work is completed on time and from a reliable source. If technology fails on campus (such as Brightspace going down for ALL users), adjustments will be made at the instructors' discretion.

Student Behavioral Expectations or Conduct Policy:

The following course policies outline my expectations pertaining to student engagement, communication, and conduct for this semester. Each policy correlates to the essential business skills introduced at the beginning of this course syllabus.

General Policy

This is a business management course in which you are learning the skills necessary to succeed as a manager in today's workforce. As such, you are expected to behave as a professional in all aspects of the course. Use this opportunity to emulate the behaviors expected of a manager. Yes, you are a college student, but you aspire to be something more – something greater...so start 'walking the talk' today!

Team-Oriented

Each functional and cross-functional team will write individual team operating agreements. All members of the team will be expected to adhere to your team's TOA, which you will help create. Failure to adhere to your team's agreement can result in you being removed from the team. Typically, students who are removed from a team are unable to find placement in another team and therefore cannot pass the class.

*****REMOVAL FROM YOUR TEAM*****

Failure to adhere to the policies of the course and team operating agreements, as well as creating general discourse or failing to participate as a contributing team member, may result in you being removed from your functional and/or crossfunctional teams. As this is a team-centric course, you **MUST** be a part of both a functional and cross functional team in order to

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earn a passing grade for the course. Should you be removed from one or both of your teams, it will be your responsibility to identify a team that is willing to allow you to join. If no team is willing to allow you to join, you will be unable to pass the course. Therefore, it is vital that you contribute to your team and participate actively while maintaining a professional and courteous relationship with all team members.

Civility

Students are expected to ALWAYS be civil and patient with one another. Someone WILL break one of the team guidelines, and he/she WILL HAVE TO abide by the guidelines and consequences. The team members administering to a broken guideline WILL HAVE TO treat the offending team member with dignity and respect. Everyone is expected to act like an adult, be respectful of yourself and others, and act in a professional manner throughout the semester.

Timeliness

In business, you are expected to manage your time appropriately. It is highly unlikely that you will work for someone that allows you to arrive late, not show up, or complete your tasks late. In this course, time management will be emphasized. The late work policy above is designed to ensure that you adhere to course timelines. I understand that “life happens,” but it will continue to happen, even when you are at work. It is your responsibility to ensure that you plan accordingly and manage your time in a manner that allows you to complete all coursework within the defined timeframes. If you procrastinate, you will find that when “life happens,” you will be caught off-guard and may not be able to submit work on time.

Responsibility

Whether you are a high school student, 100 years old, or anywhere in between, you will be expected to be responsible for your participation, work, and college experience. If there is assigned work, it is your responsibility to complete it on time while meeting or surpassing the quality of work expected of a college student. If you don't understand something or need additional assistance, it is your responsibility to seek help from one of the many resources MCC offers to its students. You are responsible for reading all course materials, assignment instructions, and information provided by the me or within your textbooks/course resources. Failure to follow instructions will result in a loss of points on your assignments and course activities.

Accountability

Just as in the professional world, you will be held accountable for your actions or inactions in this course. You will be rewarded for your efforts provided those efforts meet or exceed the requirements of the course. You will be penalized for incomplete work, work submitted late,

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work that does not adhere to the instructions provided, and any lack of participation in the course. Plan accordingly and pay attention to detail and you will surely find success!

Effective Communication

You will be expected to communicate with me just as you would communicate with senior management at a company. You should be respectful of the instructor and your fellow classmates at all times. You are expected to maintain a professional tone in your communication with all persons associated with this class or college. You will need to adhere to the office hours posted within the course syllabus if you need to speak directly to me. Do not expect an immediate response to emails or telephone calls, especially if you attempt to contact me late in the evening or the middle of the night. Late night telephone calls or text messages are not acceptable. Lastly, be respectful of others' time. Be concise in your communications so that both your time and others' is maximized.

When communicating with your instructors or classmates, be sure to include the course number in your email's subject line or within the first several sentences of your message. With the amount of emails that each person in the class receives, including the course number lets the recipient know that they need to read the email and to which class the email pertains.

Professionalism

You are expected to be professional at all times throughout this semester. Professionalism is defined as the conduct, behavior, and attitude of a person within a work or business environment. Professionalism directly relates to the policies described above. How we choose to communicate with one another, whether we submit work on time, and the quality of the work we produce all relate to professionalism. Additionally, the attitude you choose to take also relates to being professional. I understand that this may not be your favorite course. I understand that there are assignments that you may not like. That is okay; however, you will still be expected to approach this course and its activities with a positive attitude. Lastly, being professional means appearing professional. It has been said many times that you should dress for the job that you want. Do not come to class or an appointment with me wearing pajamas or anything that would be deemed inappropriate in the business world.

Integrity

Integrity is defined by Merriam-Webster as a firm adherence to a code of especially moral value. A person with integrity is incorruptible. Each of us come from a different background – our stories differ – but we each share one common trait. We are each born with integrity. It cannot be taken away by anyone or anything unless we choose to sacrifice our integrity. In this course,

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you are expected to be honest. Own your mistakes, seek ways to improve, and you will find success. Cheating will not be tolerated, nor will plagiarism.

Plagiarism is defined as “an act or instance of using or closely imitating the language and thoughts of another author without authorization and the representation of that author’s work as one’s own, as by not crediting the original author.” Plagiarism includes, but is not limited to, copying someone else’s work that they created and/or copying and pasting directly from a website or book without proper citation. If you are believed to be or found plagiarizing or cheating in any way, you will be given one written warning, be reported to the Conduct Officer, and will receive a zero on the assignment for the first offense. I reserve the right to regrade any work that has been submitted up to the point of alleged plagiarism, and this regrade will result in a failing grade. You will be allowed to resubmit any work we find on the first instance of plagiarism, but will not receive a grade higher than 50% of the assignment’s total possible points. If you are found to be cheating or plagiarizing a second time, you will automatically be given an “NC” for the course, without the option to drop the course for the grade of a “W,” and will be reported to the Conduct Officer with the possibility of academic suspension. For more information on plagiarism, I recommend visiting <http://www.plagiarism.org/plagiarism-101/what-is-plagiarism/>.

Turnitin (<https://www.turnitin.com/>): In order to help students learn proper composition skills and to promote academic honesty, this class will use the services provided by Turnitin (hereinafter, the “Service”). The above URL contains information about the capabilities, services, terms and conditions, and privacy policy of the Service. Faculty may use the Service to review all submitted assignments.

Students agree that by taking this course all required papers may be subject to submission for textual similarity review to Turnitin for the detection of plagiarism. All submitted papers will be included as source documents in the Turnitin reference database solely for the purpose of detecting plagiarism of such papers. Students further understand that if the results of the review support an allegation of academic dishonesty, the students’ work will be investigated and the student is subject to discipline according to policy.

*****INSTRUCTOR NOTE:*****

Deviation from any of the aforementioned course policies, will result in the following penalties:

1st Offense: Written warning from the instructors, a zero grade issued for the activity in which the offense occurred, and a report made to the Conduct Officer. Conduct issues not involving

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a graded activity will be addressed by written warning from the instructor and a report made to the Conduct Officer.

2nd Offense: Report made to Conduct Officer and immediate removal from the course with an “NC” given for the course grade.

At the end of the semester, grades will not fall like manna from the sky! You EARN your grade. The time to be concerned with your grade is all during the semester, not the day grades are posted. The time to visit with me to express interest in the course, to ask for assistance, or to discuss your grade is WELL BEFORE THE WORK IS DUE. Please ask questions; please let me know how I can help you.

*****INSTRUCTOR NOTE:*****

You need to be concerned about your scholarship, grants, and graduation all during the semester, NOT after you earned an NC or a W. Do not participate when the mood strikes you; you are expected to participate throughout the entire semester. Please contact me if you have extenuating circumstances.

Please understand that I care for each of my students, especially when it comes to their safety and well-being. If during the course of our discussions an issue arises in which I believe warrants a referral for Title IX or to our success coaches, I will not hesitate to make the referral. I will do my best to notify you in advance of the referral and will stand by your side as part of your circle of care for as long as you and the college will allow. Should these circumstances arise, please understand that the referral is not disciplinary, but rather an opportunity to intervene early and identify all resources that can help you find academic and personal success.