

MGMT 223B- Management and Organizational Theory Fall Semester 2015 Moravian College

Visiting Professor Galen Godbey, Department of Economics and Business

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Hours: Wednesdays 10 AM- Noon and by Appointment

### Course Texts

1. A Whole New Mind, Dan Pink, 5<sup>th</sup> Edition, Peng Rand Publisher, ISBN 9781573223089;
2. Drive, Dan Pink, 11<sup>th</sup> edition, Peng Rand Publisher, ISBN 9781594484803;
3. HOW, Dov Seidman, Rev 12<sup>th</sup> Edition, Wiley Publisher, ISBN 9781118106372

Course Description: Approximately 25% of current jobs in the U.S. economy are susceptible to off-shoring, and a robots or other forms of automation could substitute for people in nearly 50% of current jobs. This course will help you to prepare for an increasingly volatile organizational environment and for massive changes in the workplace during the next twenty years. It will not rehearse traditional management theory, except incidentally. It will ask you to consider your personal and our societal readiness for the future scenarios and forces that will drive organizational life. Moreover, this course will ask you to prepare a personal plan for developing the capabilities you will need to add strategic value to an organization in the fast- boil world of the global creative economy. Your generation will see more and faster changes in how organizations operate, and in the relationship between employers and employees, than perhaps any in history; organizations must develop the agility, innovative capacity, and other qualities that will help them thrive in the coming tumultuous period. We will consider leadership and management roles, functions, competencies, and practices in business and non- profit organizations in the context of a global organizational environment. Perhaps more than any other concept, that of organizational culture will be stressed. A continuing theme will be whether our K-12 and collegiate educational systems are preparing people for the world ahead, and what changes might need to be made in these systems.

### Course Policies and Grading

Students are expected to attend all classes – unexcused absences will lower your grade for the course.

You may bring drinks to class, but not food.

If you have a diagnosed learning disability, please see me at your earliest convenience, and appropriate accommodation will be made after you meet with Elaine Mara, Assistant Director of Learning Services for Academic and Disability Support. Ms. Mara is located on the first floor of Monocacy Hall (610-861-1401). Students with other needs or concerns are encouraged to meet with Dr. Ronald Kline in the Counseling Center, which is located at 1307 Main Street (610-861-1510). Please refer to the Moravian College Student Handbook under Academic Resources for more information.

Policies on academic honesty will be enforced. Refer to the student handbook for details of these policies. If you are having trouble in the course, please come see me: I am here to challenge you

intellectually, but I am also here to help you succeed, and I care about your futures more than you can imagine. Never put your good name at risk.

There will be several graded assignments:

1. Personal plan for developing the qualities needed to succeed in the organizational world and workplace ahead (20 %)
2. Quiz on A Whole New Mind (10%) (take-home team quiz)
3. Quiz on Drive (10%)
4. Quiz on HOW (10%)
5. Lead discussion on and written summary of key points in assigned reading (10%)
6. Team Project on Crisis Management in Organizations—Oral and Written Presentations (30%)
7. Class Participation (10%)

60% of your course grade will be from individual assignments; 40% from team activity.

### Schedule of Course Activities

Week of

1 September: Review course assignments and texts; Read A Whole New Mind; establish teams for course project; assign dates for individual student presentations on readings; discussion of broad forces driving change within organizations; discussion focusing upon what the world will ask of you and how to prepare for a future of tumultuous change

8 September: Continue reading A Whole New Mind; students lead discussion on “Mind”; further discussion of the future and how to prepare for it; team meetings to select crisis management topic

15 September: Further discussion of the future and how to prepare for it; finish reading “Mind”; students lead discussion on “Mind”; take-home team quiz on “Mind” distributed; team meetings re: quiz and project

22 September: Read “Drive”; students lead discussion on “Drive”; quiz on “Mind” returned and reviewed; team meetings; deadline for identifying topic for course project; team meetings

29 September: Continue reading “Drive”; students lead discussion on “Drive”; team meetings

6 October: Continue reading “Drive”; students lead discussion on “Drive”; team meetings

15 October: Quiz on “Drive”; Read “HOW”; student progress reports on development of personal plans; Prof. Godbey will meet with teams re: progress on the course projects

20 October: Quiz on “Drive” returned and reviewed; students lead discussion on “HOW”; team meetings

27 October: Read “HOW”; students lead discussion on “HOW”; team meetings

3 November: Read “HOW”; students lead discussion on “HOW”; team meetings

10 November: Read “HOW”; students lead discussion on “HOW”; quiz on “HOW”; team meetings

17 November: Teams 1 and 2 present oral summary of course projects

**1 December: Teams 3 and 4 present oral summary of course projects**

**8 December: Teams 5 and 6 present oral summary of course projects**

**11PM on 11 December: Written team course projects due via email; personal plans for preparing for the world ahead due via email**

**Happy Holidays!!**