

**University of Arkansas - Fort Smith**  
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**Fort Smith, AR 72913-3649**  
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**General Syllabus**

**WFL 2583 Team Development**

Credit Hours: 3

Lecture Hours: 3

Laboratory Hours: 0

Prerequisite: WFL 1373 Human Relations and Interpersonal Development

Effective Catalog: 2020-2021

**I. Course Information**

**A. Catalog Description**

Instruction in methods and techniques to build and lead workplace teams to meet organizational strategy including use of measurement systems and feedback delivery.

**B. Additional Information - None**

**II. Student Learning Outcomes**

**A. Subject Matter**

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

1. Recognize the strengths and weakness of workplace teams.
2. Recognize situations in which workplace teams will be most effective.
3. Discuss the structure and design of different types of teams.
4. Explain the organization and leadership of dysfunctional teams, division of labor teams, and coalescent teams.
5. Establish team measurement systems to evaluate the effectiveness of workplace teams.
6. Identify and explain the elements of building team enthusiasm and identity.
7. Organize and facilitate team meetings.

**B. University Learning Outcomes**

This course enhances student abilities in the following areas:

**Communication (written and oral)**

Students will be able to communicate effectively with a variety of audiences. Class presentations require students to exercise collaboration skills in small group and platform skills during oral presentations.

### **Global and Cultural Perspectives**

Students will be able to reflect upon cultural differences and their implication for interacting with people from cultures other than their own. Students will reflect upon use true-to-life business scenarios which address issues of diversity and global business climate.

### **Analytical Skills**

**Critical Thinking** - Students will use critical thinking skills to draw conclusions and recommend solutions to problems. Students do so by utilizing various complex analysis tools to solve real-world business problems.

**Quantitative Reasoning**- Students will be able to use quantitative metrics to analyze data, create models, draw inferences and support conclusions based on theories of team dynamics. Course exercises and assessments require students to conduct complex analysis using spreadsheet features.

## **III. Major Course Topics**

- A. Stages of Team Development
- B. Team Roles and Responsibilities
- C. Team Leadership
- D. Team Meetings
- E. Weighted Decision Model
- F. Exploring Conflict Management Styles
- G. Team Issues
- H. Generations and Teams