Description: Group and Organisational Principles

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<tr>
<th>Subject</th>
<th>Cat-nbr</th>
<th>Class</th>
<th>Term</th>
<th>Mode</th>
<th>Units</th>
<th>Campus</th>
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<tr>
<td>PSY</td>
<td>8030</td>
<td>30461</td>
<td>1, 2004</td>
<td>ONC</td>
<td>1.00</td>
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Academic group: FOSCI
Academic org: FOS005
Student contribution band: 1
ASCED code: 090701

STAFFING
Examiner: Yong Goh
Moderator: Grace Pretty

REQUISITES
Pre-requisite: PSY8040 and PSY8050

RATIONALE
This course is based on the assumption that there is an interaction between individual and environmental determinants of behaviour. In order to understand the behaviour of individuals and systems, we need to consider the effects of intra-personal, inter-personal, group, and organisational processes.

SYNOPSIS
This course will aim to provide students with an understanding of the theories of group and organisational processes, and experience in applying these processes to the area of group facilitation and organisational consultation. Students will be given practical experience in strategies and techniques for enhancing a group's effectiveness, as well as techniques for diagnosing organisational problems and developing solutions to these problems.

OBJECTIVES
On completion of this course students should be able to:

- explain various conceptual models of organisational consultation and intervention and one model of the consultation in health care settings;
- recognise the stages in the consultation process;
- engage in assessment and diagnosis of ineffective organisational processes and the impact of those processes on employee health and well-being;
• explain interventions which improve organisational functioning and individual health and well-being;
• explain the importance of evaluation and developing models for evaluating interventions;
• explain the ethical and legal issues involved in organisational consultation;
• demonstrate familiarity with pre-group design and planning;
• demonstrate familiarity with group marketing;
• demonstrate familiarity with intake interviewing;
• recognise and facilitate group processes at different stages;
• recommend leadership strategies;
• explain ethical issues in group processes; and
• explain termination processes.

TOPICS

Description | Weighting (%)  
--- | ---
1. Introduction to organisational consultation and identifying consultation competencies and training needs | 7.00
2. Conceptual models of organisational consultation | 7.00
3. Consultation stages and processes | 7.00
4. Organisational assessment and diagnosis of problems | 8.00
5. Developing and implementing change strategies | 8.00
6. Evaluating organisational interventions | 7.00
7. Ethical and legal considerations | 8.00
8. Establishing group consultation practice within an organisation; Personal characteristics, professional competencies and ethical issues | 8.00
9. How groups work and why they sometimes don’t; Understanding group dynamics and stages of group process | 8.00
10. Facilitation and leadership strategies for goal setting, working processes and outcome evaluation | 8.00
11. Group decision: making the most out of controversy, conflict and creativity | 8.00
12. Addressing the needs of the individual group member and the group facilitator | 8.00
13. Evaluation and Termination processes | 8.00

TEXT and MATERIALS required to be PURCHASED or ACCESSED:

ALL textbooks and materials are available for purchase from USQ BOOKSHOP (unless otherwise stated). Orders may be placed via secure internet, free fax 1800642453, phone 07 46312742 (within Australia), or mail. Overseas students should fax +61 7 46311743, or
phone +61 7 46312742. For costs, further details, and internet ordering, use the 'Textbook
Search' facility at http://bookshop.usq.edu.au click 'Semester', then enter your 'Course Code'
(no spaces).

Brown, D., Schulte, A.C., & Pryzwansky, W.B 2001, Psychological Consultation: 
Introduction to theory and practice, 5th edn, Allyn and Bacon, Massachusetts.


REFERENCE MATERIALS:
Reference materials are materials that, if accessed by students, may improve their knowledge
and understanding of the material in the course and enrich their learning experience.

Common Theme Groups, Allyn and Bacon, Boston.

Dick, R 1991, Helping Groups to be Effective: Skills, Processes and Concepts for Group 
Facilitation, 2nd edn, Interchange, Chapel Hill, Qld.


Waclawski, J., & Church, A.H 2001, Organization development: A data driven approach 
to organisational change, Jossey-Bass, San Francisco.

STUDENT WORKLOAD REQUIREMENTS:

<table>
<thead>
<tr>
<th>Activity</th>
<th>Hours</th>
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<tbody>
<tr>
<td>Assessment</td>
<td>31.00</td>
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<tr>
<td>Class Contact</td>
<td>39.00</td>
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<tr>
<td>Project Work</td>
<td>100.00</td>
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ASSESSMENT DETAILS

<table>
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<tr>
<th>Description</th>
<th>Marks out of</th>
<th>Wtg(%)</th>
<th>Due date</th>
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<tr>
<td>ORGANISATIONAL CONSULT ASSGT</td>
<td>45.00</td>
<td>45.00</td>
<td>11 Jun 2004</td>
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<tr>
<td>GROUP PROCESS ASSIGNMENT</td>
<td>45.00</td>
<td>45.00</td>
<td>11 Jun 2004</td>
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<tr>
<td>SUMMARY OF POSTINGS</td>
<td>10.00</td>
<td>10.00</td>
<td>11 Jun 2004</td>
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IMPORTANT ASSESSMENT INFORMATION

1 Attendance requirements:
   It is the students' responsibility to attend and participate appropriately in all activities
   (such as lectures, tutorials, laboratories and practical work) scheduled for them,
and to study all material provided to them or required to be accessed by them to
maximise their chance of meeting the objectives of the course and to be informed
of course-related activities and administration. There are three compulsory
on-campus workshops during the semester.

2 Requirements for students to complete each assessment item satisfactorily:
To complete each of the assessment items satisfactorily, students must obtain at
least 50% of the marks available for each assessment item. Students also need to
be able to demonstrate that they have acquired the competencies described under
Assessment Notes.

3 Penalties for late submission of required work:
If students submit assignments after the due date without prior approval then a
penalty of 10% of the total marks available for the assignment will apply for each
working day late.

4 Requirements for student to be awarded a passing grade in the course:
To be assured of a passing grade, students must demonstrate, via the summative
assessment items, that they have achieved the required minimum standards in
relation to the objectives of the course by: (i) satisfactorily completing the
examination and assignments; and (ii) obtaining at least 50% of the total weighted
marks available for all summative assessment items.

5 Method used to combine assessment results to attain final grade:
The final grades for students will be assigned on the basis of the weighted aggregate
of the marks (or grades) obtained for each of the summative assessment items in
the course.

6 Examination information:
There is no examination in this course.

7 Examination period when Deferred/Supplementary examinations will be held:
There will be no Deferred or Supplementary examinations in this course.

8 University Regulations:
Students should read USQ Regulations 5.1 Definitions, 5.6. Assessment, and 5.10
Academic Misconduct for further information and to avoid actions which might
contravene University Regulations. These regulations can be found at the URL
http://www.usq.edu.au/corporateservices/calendar/part5.htm or in the current USQ
Handbook.

ASSESSMENT NOTES

9 This course should be taken in the second year of the Master of Psychology course.
It specifically aims to complement the experience that students will receive from
their second and third placements which are generally focused more on the
techniques which are relevant to intervening in groups and organisational settings.
This course assumes that students have successfully completed the courses
Individual Assessments and Individual Interventions.

10 The due date for an assignment is the date by which a student must despatch the
assignment to the USQ. The onus is on the student to provide proof of the despatch
date, if requested by the Examiner.
11 Students must retain a copy of each item submitted for assessment. This must be produced within five days if required by the Examiner.

12 Students will require access to email and internet access to USQConnect for this course.

13 Specific APS competencies are assessed in this course, including: #3 (Framing, Measuring and Solving Problems), #4 (Service Implementation), #5 (Professional, Legal & Ethical Approach) and #8 (Influence & Change).