



ORIGINAL COURSE IMPLEMENTATION DATE:

September 2005

REVISED COURSE IMPLEMENTATION DATE:

September 2026

COURSE TO BE REVIEWED (six years after UEC approval):

October 2031

Course outline form version: 26/01/2024

OFFICIAL UNDERGRADUATE COURSE OUTLINE FORM

Note: The University reserves the right to amend course outlines as needed without notice.

Course Code and Number: BUS 408	Number of Credits: 3 Course credit policy (105)												
Course Full Title: Teamwork in Organizations													
Course Short Title: Teamwork in Organizations													
Faculty: Faculty of Business and Computing	Department (or program if no department): School of Business												
Calendar Description: Teams are essential to organizations. This course blends theoretical insights into team development and performance with practical applications of teamwork, emphasizing the importance of interconnectedness between the individual, team, organization, and the community.													
Prerequisites (or NONE):	60 university-level credits including BUS 203.												
Corequisites (if applicable, or NONE):	None.												
Pre/corequisites (if applicable, or NONE):	BUS 304.												
Antirequisite Courses (Cannot be taken for additional credit.) Former course code/number: Cross-listed with: Equivalent course(s): BUS 307B <i>(If offered in the previous five years, antirequisite course(s) will be included in the calendar description as a note that students with credit for the antirequisite course(s) cannot take this course for further credit.)</i>	Course Details Special Topics course: No <i>(If yes, the course will be offered under different letter designations representing different topics.)</i> Directed Study course: No <i>(See policy 207 for more information.)</i> Grading System: Letter grades Delivery Mode: May be offered in multiple delivery modes Expected frequency: Annually Maximum enrolment (for information only): 25												
Typical Structure of Instructional Hours <table border="1"><tr><td>Lecture/seminar</td><td>25</td></tr><tr><td>Tutorials/workshops</td><td>20</td></tr><tr><td></td><td></td></tr><tr><td></td><td></td></tr><tr><td></td><td></td></tr><tr><td>Total hours</td><td>45</td></tr></table>		Lecture/seminar	25	Tutorials/workshops	20							Total hours	45
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Total hours	45												
Scheduled Laboratory Hours Labs to be scheduled independent of lecture hours: <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes													
Department approval	Date of meeting: May 16, 2025												
Faculty Council approval	Date of meeting: June 6, 2025												
Undergraduate Education Committee (UEC) approval	Date of meeting: October 24, 2025												

Learning Outcomes

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

1. Describe the stages of team development and the key characteristics of each stage.
2. Demonstrate effective verbal and non-verbal communication skills within team settings.
3. Apply strategies to identify, address, and resolve team conflicts constructively.
4. Utilize techniques to influence team members and guide team dynamics.
5. Analyze team decision-making processes to identify strengths and areas for improvement.
6. Implement methods to foster creativity and innovation within a team environment.
7. Integrate Indigenous perspectives and skills to enhance team collaboration and performance.
8. Evaluate team performance using specific metrics.
9. Provide actionable feedback for improvement.
10. Reflect on how the course content and assessment activities can be applied to enhance collaboration and address challenges in both local, including Indigenous, and global community contexts.
11. Apply teamwork concepts to develop innovative solutions to real-world problems within local and global communities.

Recommended Evaluation Methods and Weighting (Evaluation should align to learning outcomes.)

Assignments:	40%	Holistic assessment:	20%	
Project:	40%		%	

Details: Assignments include 10% class participation.

NOTE: The following sections may vary by instructor. Please see course syllabus available from the instructor.

Typical Instructional Methods (Guest lecturers, presentations, online instruction, field trips, etc.)

Lectures, seminars, and group assignments.

Texts and Resource Materials (Include online resources and Indigenous knowledge sources. [Open Educational Resources \(OER\)](#) should be included whenever possible. If more space is required, use the [Supplemental Texts and Resource Materials form](#).)

Type	Author or description	Title and publication/access details	Year
1. Textbook	Levi, D.	Group dynamics for teams [Sage]	Current
2. Other	Current and peer-reviewed journal articles	UFV Library Databases	
3. Indigenous knowledge	Inclusive Futures: Indigenous Engagement in Canada's Workforce	Davey, J., Fiddler, D. R., Giang, V., McCaie, A., & Shuriye, M. (2020). Inclusive Futures: Indigenous Engagement in Canada's Workforce. Action Canada. Retrieved from https://actioncanada.ca/publications/inclusive-futures-indigenous-engagement-in-canadas-workforce/	2020
4. Other	The Sustainable Development Goals Report	United Nations. (2024). The Sustainable Development Goals Report 2024. Retrieved from https://unstats.un.org/sdgs/report/2024	2024
5.			

Required Additional Supplies and Materials (Software, hardware, tools, specialized clothing, etc.)

n/a

Course Content and Topics

Module One: Teamwork processes

- Group socialization
- Increasing team motivation and cohesion
- Dividing work in teams
- Challenges of cooperation and competition
- Communication flow in teams
- Interconnectedness of individual with the team focussing on Indigenous ways of engagement

Assignments and participation (LO 1, 2)

Holistic Assessment (LO 10)

Module Two: Power and influence in teams

- Types of conflict in teams
- Managing team conflict
- Bases of power in teams
- Empowering team members

- Approaches to leadership
- Participation (LO 3, 4)
- Team Project (LO 1-4)
- Holistic Assessment (LO 10)
- Module Three: Problem-solving in teams
 - Advantages and disadvantages of group decision-making
 - Decision-making techniques
 - Functional and prescriptive approaches to problem-solving
 - Team creativity techniques
 - Interconnectedness of the team with the organization
- Assignments and participation (LO 5, 6)
- Team Project (LO 5, 6)
- Holistic Assessment (LO 10)
- Module Four: Evaluating and rewarding teams
 - Defining team success
 - Team performance evaluations
 - Effects of diversity in teams
 - Reward systems
 - Team training practices
 - interconnectedness of the team with the community
- Participation (LO 7 -10)
- Team project (LO 1-11)
- Holistic Assessment (LO 10)