UNIVERSITY OF THE FRASER VALLEY

ORIGINAL COURSE IMPLEMENTATION DATE: September 2005
REVISED COURSE IMPLEMENTATION DATE: January 2027
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):	None.

Antirequisite Courses *(Cannot be taken for additional credit.)*

Former course code/number:

Cross-listed with:

Equivalent course(s): **BUS 307B**

(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.)

Typical Structure of Instructional Hours

Lecture/seminar	25
Tutorials/workshops	20
Total hours	**45**

Scheduled Laboratory Hours

Labs to be scheduled independent of lecture hours: ☒ No ☐ Yes

Course Details

Special Topics course: **No**
(If yes, the course will be offered under different letter designations representing different topics.)

Directed Study course: **No**
(See policy 207 for more information.)

Grading System: **Letter grades**

Delivery Mode: **May be offered in multiple delivery modes**

Expected frequency: **Annually**

Maximum enrolment (for information only)**: 25**

Prior Learning Assessment and Recognition (PLAR)

PLAR is available for this course.

Transfer Credit *(See bctransferguide.ca.)*

Transfer credit already exists: **No**

Submit outline for (re)articulation: **No**
(If yes, fill in transfer credit form.)

Department approval	**Date of meeting:**	September 1, 2026
Faculty Council approval	**Date of meeting:**	September 18, 2026
Undergraduate Education Committee (UEC) approval	**Date of meeting:**	October 30, 2026

Learning Outcomes

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

LO 1. Describe the stages of team development and the key characteristics of each stage.
LO 2. Demonstrate effective verbal and non-verbal communication skills within team settings.
LO 3. Apply strategies to identify, address, and resolve team conflicts constructively.
LO 4. Utilize techniques to influence team members and guide team dynamics.
LO 5. Analyze team decision-making processes to identify strengths and areas for improvement.
LO 6. Implement methods to foster creativity and innovation within a team environment.
LO 7. Integrate Indigenous perspectives and skills to enhance team collaboration and performance.
LO 8. Evaluate team performance using specific metrics.
LO 9. Provide actionable feedback for improvement.
LO 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.
LO 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 contribution.

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)