A link to   can be found in the Blackboard courses for OLI 1703

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The following OLI standards are applicable to OLI 7103:

2.   **for Organizational Learning and Knowledge Management.** Envisions, designs, develops, communicates, implements, and stewards a shared vision of organizational learning and knowledge management that enables current and future individual, team, and organizational learning and knowledge management effectiveness which supports the vision, mission and strategic direction of the organization.

3.   **Culture and Systems.** Creates, sustains and changes, when necessary, the culture, structures, and processes that enable individuals, teams and the organization to solve problems, address changing stakeholder needs and innovate in response to the winds of change faced by the organization.

5.   **.** Generates and supports continual improvement in high quality organizational performance in the present, while at the same time promoting the innovation that will enable the organization to survive and flourish in the future.

More detailed information regarding OLI standards and competencies can be found at _____
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(s):

Edmondson, A. C. (2012). Teaming: How organizations learn, innovate, and compete in the knowledge economy. Jossey-Bass: San Francisco, CA.

Can be obtained from Wilmington University's ebook library - https://www.google.com/url?q=https://ebookcentral.proquest.com/lib/wilmcoll-ebooks/reader.action?docID%3D821723%26ppg%3D1&sa=D&ust=1549318418742000&usg=AFQjCNHAM-0mlXD75vm8b2BJFBP5og-3ng

Organization-based Teaming Analysis Paper (SEA)		40	

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Major Assignment Descriptions:
1. **Weekly Teaming Projects (25%) - Due Weekly:**
Each week, you will be asked to participate in at least one teaming project. ...
2. **Synchronous Session Participation (F2F or Virtual) (10%) - Due Weekly:**
Our class will be highly interactive and experiential. Every week, students will find themselves engaged in either F2F or Online class activities designed to foster a better understanding of the concepts, best practices, and challenges related to teaming, teams, and knowledge management. Substantive contributions to class discussion of assigned readings, case studies, video examples, etc. is expected. The rubric for this activity is available in the assignment information section of the Blackboard course.
3. **Journal Assignment (10%) - Due Weeks 1, 2, and 3:**
Journal assignments provide an opportunity to analyze and reflect on personal experiences that can relate directly to course content. These assignments are valuable for leadership introspection and continual learning.
4. **Team Leadership Paper (15%) - Due Week 5:**
Using what research and best practice say regarding team leadership practices and methodologies, develop and describe your personal approach to team leadership. Discuss the team leadership functions most important to your leadership style. Finally, discuss the benefits and challenges associated with this team leadership methodology. Be sure to support your decisions. The paper should be 5-7 pages in length and follow Wilmington University's APA guidelines.
5. **Organization-based Teaming Analysis Paper (40%) - Due Week 7:**
The Structured External Assignment (SEA) for OLI 7103 is a two-part research assignment. Select an organization that utilizes teaming in its work - it can be the organization for which you work or an organization in which you are interested. The focus of part 1 is to collect information on the organization's approach to teaming and begin analyzing the team's effectiveness based on the concepts, processes, and methodologies explored throughout the course. Part I can be started at any point in the course, the earlier the better.
Part 2 consists of formalizing the research into an APA research paper describing your part 1 findings and analyzing the effectiveness of the organization's teaming processes. Be sure to include the background of the company, a research-based description of the teaming practices and

processes, and your detailed analysis of the teaming effectiveness within the organization.

Standard 2:   **for Organizational Learning and Knowledge Management.**
Learning Outcome: Students who successfully complete OLI 7103 will have the knowledge and skills necessary to lead and innovate an organizational culture driven by knowledge management, effective teaming, and group dynamics. They will understand and be able to apply various teaming theories and concepts to influence organizational culture.
Learning Activities:
                                                                                                   knowledge base.
    Reflection on the types of teams that may or may not work in their current workplace, based on research and organizational culture.
Learning Assessment:

    Reflection of leading and facilitating collaborative team projects

Standard 3: Learning Organization Culture and Systems.
Learning Outcome: Students who successfully complete OLI 7103 will have the skills and ability to create, sustain, and change, when necessary, the culture, structures, and processes that enable individuals, teams, and the organization to solve problems, address changing stakeholder needs and innovate in response to the winds of change faced by the organization.
Learning Activities:
    Assigned readings and participation in class and online discussions to develop knowledge base.
    Weekly teaming projects to provide experiential learning opportunities
Learning Assessment:
    Active and prepared participation in synchronous sessions
    Organization-based Teaming Analysis Paper
    Team Innovation Project Final Presentation

Standard 5: Organizational Performance Improvement and Innovation.
Learning Outcome: Students who successfully complete OLI 7103 will have the knowledge and ability to generate and support continual improvement in high quality organizational performance in the present, while at the same time promoting the innovation that will enable the organization to survive and flourish in the future.
Learning Activities:
>Assigned readings and participation in class and online discussions to develop knowledge base.
>Weekly teaming projects allow students to analyze organizations for teaming concepts that enhance and support improvement and collaboration
>Research assignments to provide insight into teaming, teams, and knowledge management, as well as innovation.

Learning Assessment:
>Active and prepared participation in synchronous sessions
>Organization-based Teaming Analysis Paper
>Team Innovation Project Final Presentation

Rosen, B., Furst, S., & Blackburn, R. (2006). Training for virtual teams: An investigation of current practices and future needs. *Human Resource Management, 45*(2), 229-247. doi:10.1002/hrm.20106

Scott, M. E. (2013). Communicate through the roof: A case study analysis of the communicative rules and resources of an effective global virtual team. *Communication Quarterly, 61*(3), pp. 301-318. doi: 10.1080/01463373.2013.776987

Warrick, D. (2016). What leaders can learn about teamwork and developing high performance teams from organization development practitioners. *Performance Improvement, 55*(3), 13-21. doi:10.1002/pfi.21559

West, M. A. & Sacramento, C. A. (2006). Flourishing in teams: Developing creativity and innovation. Retrieved from https://pdfs.semanticscholar.org/2b9d/56b33e9670b71d26e384e70257fc74f39a22.pdf

Widmann, A., Messmann, G., & Mulder, R. H. (2016). The impact of team learning behaviors on team innovative work behavior: A systematic review. *Human Resource Development Review, 15*(4), 429–458. https://doi-org.mylibrary.wilmu.edu/10.1177/1534484316673713

Witt, D. (2011). 60% of work teams fail: Top 10 reasons why. Retrieved from https://leaderchat.org/2011/11/03/60-of-work-teams-fail%E2%80%94top-10-reasons-why/

SUPPLEMENTAL MATERIALS: (Place any additional supplemental materials below.)

Publication of the American Psychological Association