OB Overview

The textbook for this course is a new one and the focus changes from more traditional books. It challenges some of the traditional views of Organizational Behavior currently employed. In addition to just learning some of the concepts underlying this field there is a greater emphasis on the application of concepts. You will also see frequent self-assessments listed under the Required Activity Stream. Taking these assessment will help you to not only understand yourself but also to explore how you can utilize this information to improve your skills as a leader and improve your career progress. I encourage you to engage in these assessments. It is a great time to reflect on your abilities, talents, and areas you want to address.

With reference to the textbook itself, there is an overview at the beginning of each chapter. In addition to outlining the topics to be covered, it discusses what questions you should be able to answer after completing a chapter. You will also notice the start of each chapter has an Integrative Framework that looks like a series of stacked circles. On the outside of these circles, you will see the terms inputs, processes, and outcomes. It is similar, for example, to a chemical equation in which you place four ingredients into a vial (input), you stir and add heat (processes), creating red smoke and the smell of rotten eggs (outcomes). There is continual action and reactions occurring in this model.

Equally important is what is included inside the circles - a list of the factors involved. In the case of Organizational Behavior, there are three main components inside those circles:  **individuals, groups and teams, and organizational processes.** These three components serve as the basis for our discussion over the next five weeks. We will talk about our **Individual Behaviors**: personality styles, our values, our beliefs. We will talk about **Groups and Team processes**: team dynamics, conflict management, team leadership, and team communication. Finally, we talk about **Organizational Processes**: change management, power and politics, culture, mission and vision, and leadership.

With each of the three components, there are inputs, processes and outcomes. They all interact with each other and create what we call Organizational Behavior.

As I pose Discussion Starter questions for each chapter, it is important to note that the textbook uses Figures, Charts, and Tables with a numbering system. Be careful that you note Figure 2.2 is different from Chart 2.2.