

ICCM1008 Leading Teams and Collaboration



ICCM 1008 Leading Teams and Collaboration is a professional development course offered from Florida Institute of Technology Continuing Education in cooperation with the [Institute for Culture and Adaptive Leadership](#), [International Society for Organizational Development and Change](#), [Nexus4Change](#), [S&G Endeavors](#), and the [Institute for Cross Cultural Management](#). This course is presented in a creative format involving a combination of on-line learning experiences, virtual live meetings, a May 19 on-site/online workshop (for participants attending the ISODC meetings in Vermont in May), and participation in an actual virtual team project.

The course begins on May 19 (with the on-site/online workshop) facilitated by Roland Livingston and Jerry Glover. Jeremy Grandstaff and John Spaulding from S&G Endeavors and Nexus4Change will coordinate the Zoom meetings and online portion of the May 19 workshop. From May 19 – June 10 participants will work via online and virtual meetings in professional activities to develop perspectives and skills in developing and leading teams. *The course will conclude on June 10 with a Zoom meeting in which the course participants will present and discuss experiences with the development of a virtual team.*

Course description

Designing, developing, and leading teams and collaborative approaches has become an essential competency for most contemporary professionals. On-site and virtual teams have become an important means for organizations in our highly diverse and rapidly changing global community. Collaboration has become an essential component of change and development approaches. This course provides a format for learning, while interacting with other professionals, about concepts and methods for team design, development, and leadership. Course content and materials are applied by participants in while they experience team membership and collaboration. Faculty will guide the participants in virtual teams to actively learn how to manage the processes involved in successful teams.

Learning Outcomes

Participants who successfully complete ICCM 1008 Leading Teams and Collaboration will be able to:

- Identify advantages and disadvantages of various types of teams and collaborative approaches;
- Design, develop, and lead both on-site and virtual teams in culturally diverse settings;
- Facilitate, coach, and reconcile problems and conflicts in team and collaborative efforts;
- Apply learning from the course content in applied team participation and facilitation;
- Evaluate and make mid-course corrections in the leadership of teams and collaboration efforts.

Faculty for ICCM 1008 Teams and Collaboration

Roland Livingston, EdD (course facilitator) is an organization development consultant and educator. His work focuses primarily in the areas of leadership, executive coaching, team effectiveness, diversity, and management development processes and services. He has worked extensively in executive coaching, leadership and organizational effectiveness, diversity management, and team building and has provided training and organization development consultation in the United States, Europe, Asia, and the Caribbean. He has provided executive coaching for key leaders in for-profit and non-profit environments.

Jerry Glover, PhD (course facilitator) is an author, consultant, and educator whose work has focused on reconciling cultural differences in economic, community, and organizational development. His work has involved extensive onsite and virtual team development and management. He has advised leaders in culture and change initiatives in 30 nations. In those initiatives teams and collaborative methods were essential tools. His most recent book, *Transcultural Competence: Navigating Cultural Differences in the Global Community* includes an approach to understanding how to create solutions for problems of teams in organizational cultures.

Who will participate?

Participants in ICCM 1008 are current and future leaders from various functional and professional areas who wish to learn more about teams and collaboration approaches. Change and development consultants and coaches will benefit from the course and its experiences. Operational managers who work in environments where teams and collaboration are needed will gain perspectives and skills to make their efforts more successful and productive. Course participants who will expect and appreciate the opportunity to apply learning in actual team settings will find it possible to do so as they interact with other professionals in the operation of an actual virtual team.

How will they participate?

Participants will actively learn via the following means:

- The first module of this course will be facilitated on May 19 (3-5 pm) using both on-line Zoom meeting and onsite with participants attending the ISODC meeting in Vermont. This group of online and onsite participants will work together in virtual teams to complete the course goal of designing, developing and leading online teams.
- The ICCM 1008 course site (Canvas on FIT web location) will be the location for learning document such as readings, videos, cases, and threaded discussions. The course site may be accessed by participants at their convenience during the three weeks of the course schedule.
- Weekly team meetings will be coached and facilitated (May 26, June 2, and June 9) to ensure that participants will benefit from the virtual team experiences. The June 9 meeting will wrap-up the course with discussions and reports from teams regarding their experiences and learnings.
- Successful completion of ICCM 1008 will be based on course and team participation and contribution. A non-graded self-assessment will be provided on June 9. Successful course completion will result in professional development continuing education credits awarded by SHRM, HRCI, and FIT Continuing Education.

Why is this course innovative?

This course is innovative and creative because it offers learning and experiences on teams and collaboration via a combination of means. Online/on-site workshops, zoom coaching meetings, online course site, and active team participation activities provide an interactive and dynamic process for professional development. Unlike many training traditional programs based on providing information, this course offers the learner the opportunity to learn about teams and collaboration, and then immediately apply what they have learned as part of a virtual team working with other professionals from around the world.

Accreditation and Professional Development

ICCM 1008 completion will provide participants with continuing education credits from SHRM, HRCI, and FIT Continuing Education.



Institute for Cross Cultural Management
Florida Institute of Technology



Content Outline/Schedule

Module One (May 19 to May 26). Activities include the May 19 workshop, course site learning activities, May 26 zoom coaching meetings for virtual teams.

- Introductions and expectations
- Types of teams and collaboration approaches
- Advantages and disadvantages of common teams and collaboration approaches
- Common issues and problems in designing, developing, and leading teams and collaboration
- Influence of global and cultural issues on teams and collaboration
- Evaluation of successful teams and collaboration efforts
- Forming of virtual teams for course learning activities

Module Two (May 27 to June 2). Activities include course site learning activities, virtual team formation and coaching.

- Cases, videos, and articles on concepts and methods on Canvas course site
- Virtual team (zoom meeting) coaching and facilitation
- Virtual team meeting for project development

Module Three (June 3 to June 10). Activities include course site learning activities, virtual team meetings, wrap-up Zoom meeting on June 9.

- Cases, videos, and articles on concepts and methods on Canvas course site
- Virtual team (zoom meeting) coaching and facilitation
- Virtual team meeting for project results discussion
- Course wrap-up and discussion
- CE credit awards presented

Technology Used in Course Delivery

- Canvas course site for daily access
- On site session at ISODC meetings combined with zoom participants
- Zoom coaching and virtual team meetings
- Email

Registration for the Course

Registration for ICCM 1008 is completed online through the Florida Institute of Technology Continuing Education. The cost for the course is \$95 USD. Payment is required at the time of registration. All materials and content provided for completing the course are included in the FIT registration fee. Continuing education credits are provided by FIT (SHRM, HRCI, and FIT CE) upon successful completion of the course. Course facilitators will certify to FIT that each participant has completed course requirements and expectations.

Questions/Information on ICCM 1008?

For more information, questions or to register contact Suzanne Sterling at suzanne@culturalovertures.ca.

Important Dates	
April 3:	Registration open
May 16:	Course site open
May 19:	Onsite/Webinar session at ISODC meetings and Zoom webinar (3-5 pm)
May 26:	Zoom session for coaching virtual teams
June 5:	Zoom session for virtual team meetings
June 12:	Zoom session for virtual team reports, course wrap-up, awards of CE credits

More Information on The Professional Certificate in Cultural Competence

ICCM 1008 is one of five courses offered for professional development from Florida Institute of Technology Continuing Education and Institute for Culture and Adaptive Leadership.

For more information on the
Professional Certificate in Cultural Competence:

Suzanne Sterling,
iCAL Program Director at
suzanne@culturalovertures.ca.

