



APPLIES TO ACADEMIC YEAR 2005/2006

## GRA 2236 Creativity in individual, group and organization

### Program

Advanced Specialization Course (MSc), Master of Business and Economics Program, Master of Science in Business, Master of Science in Leadership and Organizational Psychology, Master of Science in Business (Organization Psychology)

### Responsible for the course

Thorvald Hærem

### Department

Leadership and Organizational Management

### Term

According to study plan

### ECTS Credits

6

### Objective

Psychological research has uncovered conditions that both inhibits and facilitates creative thinking and ability to reorient at the level of the individual, group and organization. The course will provide insight into the most important results of this research. The participants will also be introduced to and trained in the use of creative problem solving techniques particularly developed for handling problems commonly met in the context of organizational settings and work life.

### Prerequisites

GRA2205 or GRA2203 or GRA2204 or eq.

### Compulsory literature

#### Books:

Proctor, Tony.. 2005. Creative problem solving for managers. 2nd ed. London: Routledge.

#### Collection(s) of articles:

Kaufmann, Geir, red. 2003. Creativity and innovation. Selected readings. Sandvika: Handelshøyskolen BI. Insitutt for ledelse og organisasjon.

### Recommended literature

#### Course outline

Psychology of problem solving  
Creativity as a form of problem solving  
Conditions that inhibit and facilitate creative problem solving  
Creative problem solving techniques  
Computerbased techniques for idea development  
Promotion of a more creative work environment

### Computer-based tools

Blackboard/homepage

### Course structure

The course will be organized as a four day intensive workshop comprising a total of 30 hours. This way of teaching is also chosen in order to give the participants an introduction to the methodological organization and implementation of courses in a workshop format

### Evaluation

Three hours written exam.

**Evaluation code(s)**  
GRA22361

**Aids at the examination**  
Bilingual dictionary

**Makeup exam**

Re-takes are only possible at the next time a course will be held. When course evaluation consists of class participation or process elements, the whole course must be re-evaluated when a student wants to retake an exam. Retake examinations entail an extra examination fee.