



APPLIES TO ACADEMIC YEAR 2008/2009

GRA 2236 Creativity in Individual, Group and Organization

Program

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

Responsible for the course

Thorvald Hærem

Department

Department of Leadership and Organizational Behaviour

Term

According to study plan

ECTS Credits

6

Language of instruction

English

Learning outcome

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

GRA 2205 Organizational Behavior or GRA 2203 Psychological Measurement and Individual Differences or GRA 2204 Judgment and Decision Making or eq.

Compulsory literature

Books:

Proctor, Tony. 2005. Creative problem solving for managers: Developing skills for decision making and innovation. 2nd ed. London: Routledge

Collection of articles:

A collection of research articles will be made available before the course starts

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
- Computer based 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 36 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.

In this course class attendance is mandatory. Unexcused absence can result in a lower score. Specific Information regarding student evaluation will be provided in class.

Evaluation

Three hours written exam.

Evaluation code(s)

GRA 22361 accounts for 100 % of the final grade in the course GRA 2236.

Aids at the examination

A bilingual dictionary. Exam aids at written examinations are explained under exam information in our web-based Student handbook. Please note use of calculator and dictionary. <http://www.bi.edu/studenthandbook/examaids>

Makeup exam

Re-takes are only possible at the next time a course will be held. When the course evaluation has a separate exam code for each part of the evaluation it is possible to retake parts of the evaluation. Otherwise, the whole course must be re-evaluated when a student wants to retake an exam. Retake examinations entail an extra examination fee

Honor Code

Academic honesty and trust are important to all of us as individuals, and represent values that are encouraged and promoted by the honor code system. This is a most significant university tradition. Students are responsible for familiarizing themselves with the ideals of the honor code system, to which the faculty are also deeply committed.

Any violation of the honor code will be dealt with in accordance with BI's procedures for cheating. These issues are a serious matter to everyone associated with the programs at BI and are at the heart of the honor code and academy integrity. If you have any questions about your responsibilities under the honor code, please ask.