



APPLIES TO ACADEMIC YEAR 2015/2016

GRA 2236 Creativity in Individual, Group and Organization

Programme

Master of Science in Business, Master of Science in Business (HRM), Master of Science in Leadership and Organizational Psychology, Specialization Course

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

Introduction

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.

Learning outcome

KNOWLEDGE

Understand the concept of creativity, and its relation to innovation
Understand alternative theories of creativity and their interrelationships
Understand the relevance and scope of creativity at different levels of aggregation, for micro to macro
Understand the place of creativity in the general problem solving process
Understand how creativity normally unfolds in steps and stages
Understand why creative processes are difficult to reach onto, and how the accessibility of such processes can be boosted

SKILLS

Be able to use heuristic methods that can trigger creative processes
Learned to use appropriate measures mitigating against conditions that may hinder and block creativity at the individual, group and organizational level
Learned to use ways of communicating and teaching the basic principles of the nature and function of creativity in business
Mastered techniques that can facilitate creativity in groups and teams
Learned to use tools to diagnose and manage creative climate in organizations
Learned to apply diagnostic tools to assess creativity at the individual, group and organizational level, including leadership skills for creativity

REFLECTION

Developed a measured understanding about the relevance and scope of creativity in business
Be able to understand how creativity can be demystified
Be able to critically assess practical methods and courses claimed by the consulting business to facilitate creativity
Have a realistic and empirically based attitude to the question of how far it is possible to influence and develop creative processes
Developed a measured and empirically based understanding of how micro and macro conditions may interact to facilitate and inhibit creative processes in a business context
Be able to understand and critically discuss such concepts as "creative class", "creative economy" and "creativity society"

Prerequisites

GRA 2203 Psychological Measurement or equivalent

GRA 2204 Judgment and Decision Making or equivalent

GRA 2205 Organizational Behaviour or equivalent

All courses in the Masters programme will assume that students have fulfilled the admission requirements for the programme. In addition, courses in second, third and/or fourth semester can have specific prerequisites and will assume that students have followed normal study progression. For double degree and exchange students, please note that equivalent courses are accepted.

Compulsory reading**Books:**

Isaksen, Scott G. , K. Brian Dorval, Donald J. Treffinger. Creative approaches to problem solving : a framework for innovation and change. 3rd ed. Sage. 320

Collection of articles:

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

Other:

During the course there may be hand-outs and other material on additional topics relevant for the course and the examination.

Recommended reading**Books:**

Proctor, Tony. 2014. Creative problem solving for managers : developing skills for decision making and innovation. 4th ed. Routledge

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

Not applicable

Learning process and workload

The course will be organized as an intensive workshop over a few days . 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. A course of 6 ECTS credits corresponds to a workload of 160-180 hours.

In this course class attendance is mandatory.

Please note that it is the student's own responsibility to obtain any information provided in class that is not included on the course homepage/It's learning or text book.

Examination

written exam 3 hours

Form of assessment	Weight	Group size
Written examination 3 hours	100%	Individual

Specific information regarding student assessment will be provided in class. This information may be relevant to requirements for term papers or other hand-ins, and/or where class participation can be one of several components of the overall assessment.

Examination code(s)

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

Examination support materials

Bilingual dictionary

Permitted examination support materials for written examinations are detailed under examination information in the student portal @bi. The section on support materials and the use of calculators and dictionaries should be paid special attention to.

Re-sit examination

It is only possible to retake an examination when the course is next taught. The assessment in some courses is based on more than one exam code. Where this is the case, you may retake only the assessed components of

one of these exam codes. All retaken examinations will incur an additional fee. Please note that you need to retake the latest version of the course with updated course literature and assessment. Please make sure that you have familiarised yourself with the latest course description.

Additional information

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 academic integrity. If you have any questions about your responsibilities under the honor code, please ask.