Overview

The process of change is dynamic and challenging. In order to facilitate that process in yourself and others requires understanding the barriers to change, the skills needed to facilitate it, and the requisite conditions to encourage it. This course will explore those aspects of change while also focusing on how to put those concepts into practice.

Learning Objectives

- Develop an understanding of how to engage in, and facilitate process.
- Understand and practice the steps involved in creating change.
- Develop process focused communication skills needed to teach and facilitate change.

Course Mechanics

Precis (20 pts. each) X 10

Each week you will create a one page single-spaced written summary of the weekly reading. You will also deliver a 5-minute oral presentation focused on how to put what you have learned into practice. This assignment is designed to give you an opportunity to learn how to take ideas, theories, and concepts and deliver them in a way that others can understand, and more importantly that they can also apply that knowledge in meaningful ways.

Change Project (500 points total)

In order to more fully understand the process of change you will work throughout the semester to apply what you are learning through a personal change process of your choice. This project and the point total will be comprised of several smaller assignments (project proposal, process reflection journal, and final paper) that will be discussed in more detail throughout the semester.

Readings

In order to understand the process of change and to begin finding ways to put that knowledge into practice we will explore numerous books and articles. We will determine which readings will be shared and which you will be responsible for researching and presenting on your own through précis. These readings will be drawn primarily from the following list:


*Eurich, T. (2017). Insight: Why we’re not as self-aware as we think, and how seeing ourselves clearly helps us succeed at work and in life.*
Tentative Schedule

Change is a process and to understand process fully requires experiencing it in a variety of ways. As such, this class will be taught from a process focused perspective. Where you are at within your own process of change, the challenges you are facing, and the direction you are headed will heavily influence the flow of this class. For this reason the weekly schedule of our discussion and readings will be reflective of that uncertainty. The following schedule lists some of the concepts that we will likely explore but may not reflect when or how deeply those topics are explored. You will be heavily involved in crafting our schedule week to week.

Week 1: Models and theories of change
Week 2: Developing awareness
Week 3: Willingness and motivation
Week 4: Cognitive restructuring
Week 5: Creating a climate for change
Week 6: Commitments
Week 7: Self-Care
Week 8: Managing mistakes
Week 9: Trusting process
Week 10: Teaching process
Week 11: Systems of support
Week 12: Boundaries
Week 13: Paradox, tension, and contradiction
CMST 6600 Facilitating Change  
Fall 2020  

Week 14: Process skills  

Week 15: Skill development  

Week 16: Final project presentations  

**University Policies**  

If there is a campus closure class will be coordinated through canvas.  

**The Americans with Disabilities Act**  

Students with ADA-documented impairments may be eligible for reasonable accommodations. Veterans may also be eligible for services. Accommodations are coordinated through DRC in Room 101 of the University Inn, 7-2444 voice, 7-0740 TTY, or toll free at 1-800-259-2966. Please contact DRC as early as possible. Alternate format materials (Braille, large print or digital) are available with advance notice.  

**Academic Misconduct**  

In accordance with university policy (as articulated in the Student Code, see: http://www.usu.edu/studentservices/pdf/StudentCode.pdf#page=4), academic misconduct—including cheating, fabrication, and plagiarism of written or spoken work—is not tolerated in this course. Do not present or turn in work for this class that you have turned in for other classes. You do not have my permission to submit work from this class to fulfill requirements in other classes. Plagiarism is submitting/presenting someone else’s work as your own as well as quoting others without giving credit. Any quotation or paraphrasing of sources must be cited in text as well as orally during your speeches. Plagiarism can result in an F for the assignment, an F for the course, and other disciplinary measures. If at any time you are unsure whether your actions constitute academic misconduct, please see the instructor in order to clarify the matter.