

### COURSE INFORMATION

Course title:	Ethics, Sustainability, and Managing Change		
Course code:	BA 503	Credits:	5.0
Session, term, period:	2022 WT1	Class location:	Ponderosa Ballroom (Days 1-7) & HA Building (Day 8)
Section(s):	302	Class times:	8:00am - 5:00pm
Course duration:	Dec 3-10, 2022	Pre-requisites:	n/a
Division:	Interdisciplinary	Co-requisites:	n/a
Program:	PMBA		

### INSTRUCOTR INFORMATION

Instructor:	Justin Bull	Instructor:	Marja Harmer
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Instructor:	Wayne Rawcliffe	Instructor:	Wendy Mann
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Instructor:	Kari Marken		
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### COURSE DESCRIPTION

Professional residency courses are intensive, integrated 5-credit courses delivered over 8 days. The purpose of these courses is to integrate key learnings in multiple business topics, along with communication skills and professional development activities that support this learning. This course will provide a graduate-level foundation in ethics, sustainability, and managing change, and will enable students to understand the connections between these essential business topics, and apply their learning immediately to their professional practice. Students will enhance their communication skills and achieve specific professional development goals.

### COURSE FORMAT

This course is a blend of classroom learning, team and individual projects, and case preparation.

### LEARNING OBJECTIVES

By the end of this course, students will be able to:

- 1. Sustainability & Ethics:**
  - a. Define the challenges that confront a globalized economy, stress environmental and social systems, and consider the role the private sector can play;
  - b. Identify the history and contemporary challenges of Indigenous peoples in Canada, and define the role the private sector can play in promoting economic reconciliation;
  - c. Learn how to identify and mitigate decision-making traps;
- 2. Story, Systems & Design:**
  - a. Construct and share stories and questions to compel an audience to care, listen, reflect and act;

- b. Apply design principles and design methods to collectively navigate complex social issues;
  - c. Critically engage with the concept of ‘systems’ and apply systems-approaches to exploring complexity in the domains of social change and leadership;
- 3. **Organizational:** Organizational change
  - a. Apply theoretical principles of organization change in a variety of organizational contexts;
  - b. Using case analysis techniques, recommend organizational change leadership and change management strategies that minimize resistance, align to an organization’s business strategy and maximize organizational productivity.
- 4. **Communication**
  - a. Deliver clear messages through both digital and traditional communication channels;
  - b. Improve messaging and communication through feedback from industry professionals;
  - c. Apply principles of storytelling to communications messages.

## ASSESSMENTS

### Summary

<u>Component</u>	<u>Weight</u>
Assignments	30%
Final Presentation	50%
Class participation	20%
Total	100%

### Details of Assessments

1. **Two Project Briefs (10% each) (group submission)**  
*Project Brief #1 Due by 11:59pm, December 5, 2022*  
*Project Brief #2 Due by 11:59pm, December 6, 2022*
2. **Final Presentation (50%) (group submission)**  
*Due by 1:00pm, December 10, 2022*
3. **Reflection Paper (10%) (individual submission)**  
*Due by 11:59pm, December 12, 2022*
4. **Participation (20%) (individual submission)**  
*Ongoing.*

## LEARNING MATERIALS

There is no required textbook. You will need to register for the following simulation in advance:

**Change Management Simulation: Power and Influence V3:** is a web-based simulation. You will need to purchase the simulation before the start of the course by following this link:

<https://hbsp.harvard.edu/import/998156>. Do NOT start the simulation before the class.

## COURSE-SPECIFIC POLICIES AND RESOURCES

### *Missed or late assignments, and regrading of assessments*

Late submissions will not be accepted and will receive a grade of zero.

### *Academic Concessions*

If extenuating circumstances arise, please contact the RHL Graduate School program office as early as reasonably possible, and submit an [Academic Concession Request & Declaration Form](#). If an academic concession is granted during the course, the student will be provided options by RHL, or by the instructor in consultation with RHL, per [UBC's policy on Academic Concession](#).

## POLICIES APPLICABLE TO COURSES IN THE ROBERT H. LEE GRADUATE SCHOOL

### *Attendance*

Excepting extenuating circumstances, students are expected to attend 100% of their scheduled class hours. Absent students limit their own academic potential, and that of their classmates, and cause unnecessary disruption to the learning environment. Students missing more than 20% of the total scheduled class hours for a course (including classes held during the add/drop period) without having received an academic concession will be withdrawn from that course. Withdrawals, depending on timing, could result in a "W" or an "F" standing on the transcript.

### *COVID-19 Policies for Attendance & Academic Concessions:*

If a student feels unwell, they should stay home and send a courtesy email to each impacted instructor and cc their program manager. The student should also submit an [Academic Concession Request & Declaration Form](#).

If a student suspects possible COVID-19 infection, they should use the BC Ministry of Health's [self-assessment tool](#), to help determine whether further assessment or testing for COVID-19 is recommended.

Students who are required to quarantine, should get in touch with their Program Manager to discuss the possibility of academic concessions for each impacted course. The Program Manager will work closely with your instructors to explore options for you to make up the missed learning.

### *Punctuality*

Students are expected to arrive for classes and activities on time and fully prepared to engage. Late arrivals may be refused entry at the discretion of the instructor or activity lead. Students arriving later than halfway through a scheduled class will be treated as absent for that class.

### *Electronic Devices*

Devices such as laptops, tablets, and cell phones are not permitted to be used in class unless directed by the instructor for in-class activities. Students who do not follow the School's policy in this regard may be required to leave the room for the remainder of the class, so that they do not distract others. Research shows that students' use of laptops in class has negative implications for the learning environment, including reducing their own grades and the grades of those sitting around them.

### *Citation Style*

Please use the American Psychological Association (APA) reference style to cite your sources.

Details of the above policies and other RHL Policies are available at:

<http://www.calendar.ubc.ca/vancouver/index.cfm?tree=12,199,506,1625>

### UNIVERSITY POLICIES AND RESOURCES

UBC provides resources to support student learning and to maintain healthy lifestyles but recognizes that sometimes crises arise and so there are additional resources to access including those for survivors of sexual violence. UBC values respect for the person and ideas of all members of the academic community. Harassment and discrimination are not tolerated nor is suppression of academic freedom. UBC provides appropriate accommodation for students with disabilities and for religious observances. UBC values academic honesty and students are expected to acknowledge the ideas generated by others and to uphold the highest academic standards in all of their actions. Details of the policies and how to access support are available on the UBC Senate website at <https://senate.ubc.ca/policies-resources-support-student-success>.

### *Respect for Equity, Diversity, and Inclusion*

The UBC Sauder School of Business strives to promote an intellectual community that is enhanced by diversity along various dimensions including status as a First Nation, Metis, Inuit, or Indigenous person, race, ethnicity, gender identity, sexual orientation, religion, political beliefs, social class, and/or disability. It is critical that students from diverse backgrounds and perspectives be valued in and well-served by their courses. Furthermore, the diversity that students bring to the classroom should be viewed as a resource, benefit, and source of strength for your learning experience. It is expected that all students and members of our community conduct themselves with empathy and respect for others.

### *Academic Integrity*

The academic enterprise is founded on honesty, civility, and integrity. As members of this enterprise, all students are expected to know, understand, and follow the codes of conduct regarding academic integrity. At the most basic level, this means submitting only original work done by you and acknowledging all sources of information or ideas and attributing them to others as required. This also means you should not cheat, copy, or mislead others about what is your work. Violations of academic integrity (i.e., misconduct) lead to the breakdown of the academic enterprise, and therefore serious consequences arise and harsh sanctions are imposed. For example, incidences of plagiarism or cheating may result in a mark of zero on the assignment or exam and more serious consequences may apply if the matter is referred to the President's Advisory Committee on Student Discipline. Careful records are kept in order to monitor and prevent recurrences.

### COPYRIGHT

All materials of this course (course handouts, lecture slides, assessments, course readings, etc.) are the intellectual property of the instructor or licensed to be used in this course by the copyright owner. Redistribution of these materials by any means without permission of the copyright holder(s) constitutes a breach of copyright and may lead to academic discipline and could be subject to legal action. Any lecture recordings are for the sole use of the instructor and students enrolled in the class. In no case may the lecture recording or part of the recording be used by students for any other purpose,

either personal or commercial. Further, audio or video recording of classes are not permitted without the prior consent of the instructor. Students may not share class Zoom links or invite others who are not registered to view sessions.

#### ACKNOWLEDGEMENT

UBC's Point Grey Campus is located on the traditional, ancestral, and unceded territory of the x<sup>w</sup>məθk<sup>w</sup>əy̓əm (Musqueam) people, who for millennia have passed on their culture, history, and traditions from one generation to the next on this site.

PROFESSIONAL RESIDENCY 3								
Time	Day 1 Saturday, December 3	Day 2 Sunday, December 4	Day 3 Monday, December 5	Day 4 Tuesday, December 6	Day 5 Wednesday, December 7	Day 6 Thursday, December 8	Day 7 Friday, December 9	Day 8 Saturday, December 10
Location	Ponderosa Ballroom	Ponderosa Ballroom	Ponderosa Ballroom	Ponderosa Ballroom	Ponderosa Ballroom	Ponderosa Ballroom	Ponderosa Ballroom	Henry Angus Building
Dress Code	Casual	Casual	Casual	Casual	Casual	Casual	Casual	Business Casual
8:00-8:30		LIGHT BREAKFAST	LIGHT BREAKFAST	LIGHT BREAKFAST	LIGHT BREAKFAST	LIGHT BREAKFAST	LIGHT BREAKFAST	LIGHT BREAKFAST
8:30-9:00	Registration & Breakfast 8:30-9:00	WAYNE Leading Organizational Change - Simulation	WAYNE Context for Change	Case Debrief (8:30 -9:15)	KARI Design for Possibility: Applying Creative Tools to Complex Systems	KARI Designed Collaboration: Building your Presentation	JUSTIN The Uninhabitable Earth	Work in Teams Henry Angus Breakout Rooms (Room Assignments TBA) (8:30-11:00)
9:00-9:30	Course Introduction All Instructors (9:00-10:00)			Travel Time				
9:30-10:00				15-Minute Break				
10:00-10:15	15-Minute Break	15-Minute Break	15-Minute Break		15-Minute Break	15-Minute Break		
10:15-10:30	KARI Story, Systems & Design	GUEST SPEAKER Lindsay Macdonald	WAYNE Building the Tool Kit		Sk'elep Reconciliation Activity (9:30-12:00)	KARI Design for Possibility: Applying Creative Tools to Complex Systems	KARI Designed Collaboration: Building your Presentation	
10:30-11:00				11:00 - 12:00 WORKING LUNCH (provided)				
11:00-11:30								
11:30-12:00								
12:00-1:00	12:00 - 1:00 LUNCH (provided)	12:00 - 1:00 LUNCH (provided)	12:00 - 1:00 LUNCH (provided)	12:00 - 1:00 LUNCH (provided)	12:00 - 1:00 LUNCH (provided)	12:00 - 1:00 LUNCH (provided)	12:00 - 1:00 LUNCH (provided)	
1:00-1:30	WAYNE Foundations for Change	JUSTIN Drivers of Sustainability	Values Based Career Change Marja & Wendy	JUSTIN Systems and Units of Sustainability	KARI Stories that Compel	Media Training Victoria Levy	Work in Teams	Final Presentations (12:00-3:15)
1:30-2:00								
2:00-2:30								
2:30-3:00	15-Minute Break	15-Minute Break	15-Minute Break	15-Minute Break	15-Minute Break	15-Minute Break		
3:00-3:15	15-Minute Break	15-Minute Break	15-Minute Break	15-Minute Break	15-Minute Break	15-Minute Break	15-Minute Break	
3:15-3:30	JUSTIN Sustainability in Context	JUSTIN Original Sin	GUEST SPEAKER Chief Ian Campbell	JUSTIN Sustainability in Transition	KARI Stories that Compel	Media Training Victoria Levy	Work in Teams	Course Evaluations (3:15-3:30)
3:30-4:00								Reception (3:30-5:30) Henry Angus 9th Floor
4:00-4:30								
4:30-5:00								
5:00-5:30	Travel Time				Special Event 5:00-6:00pm			
5:30-7:30	Kick Off Dinner at The Point <i>Optional</i> 5:30-7:30							

INSTRUCTOR	
[Light Blue]	Justin Bull
[Light Green]	Kari Marken
[Light Purple]	Wayne Rawcliffe
[Yellow]	BCC (Marja Harmer, Wendy Mann, guests)
[Light Orange]	Student Prep/Work Time
[Pink]	RHL Staff
[Light Grey]	Guest