

# LEARNING & ORGANIZATIONAL CHANGE (LOC)

**LOC 211-0 Intro to Organization Theory & Practice (1 Unit)** Examines major organizational behavior theories and practices through organizational analysis.

**LOC 213-0 Cognition in Contexts (1 Unit)** There are two goals for this course: (1) to equip you with some concepts and methods about cognition and learning that are useful for studying these phenomena 'in the wild' and then (2) to put these concepts and methods to use in a design/change project of your own.

**LOC 214-0 Culture and Cognition (1 Unit)** Research and theory on the interrelatedness of culture and thought. Combined with LRN\_SCI 214-0; may not receive credit for both courses.

**LOC 214-BR Culture and Cognition: SESP Leadership Institute (1 Unit)** Research and theory on the interrelatedness of culture and thought. This version of LOC 214 is only for students participating in the SESP Leadership Institute. Students may not receive credit for the SLI version and LRN\_SCI 214-0 / LOC 214-0.

**LOC 306-0 Studies in Organizational Change (1 Unit)** Examines theories and methods of organizational change through analysis of organizational adaptations; applies theories from learning sciences and organizational behavior.

**LOC 308-0 Redesigning Everyday Organizations (1 Unit)** Concepts and methods for understanding and studying cognition and learning and putting these concepts and methods to use in a design/change project. Taught with LRN\_SCI 308-0; may not receive credit for both courses.

**LOC 309-0 Team Dynamics (1 Unit)** In this course, we will explore team dynamics, those forces that influence a team's behavior and performance, and what can enhance or hinder potential for impact. We will analyze the contributors to team functioning and their interrelationships at multiple levels: intrapersonal, interpersonal, group and organizational. Taught with HDC 309-0; may not receive credit for both courses.

**LOC 311-0 Tools for Organizational Analysis (1 Unit)** Understanding cause-and-effect relationships pertaining to organizational behavior and performance.

**LOC 312-0 Modern Organization and Innovations (1 Unit)** Advances in technologies, from computation to analytics to new models of management and organizations, has radically transformed both every day work and classic models of management and organization. This course will expose students to variants in organizational models, for example, from the highly institutionalized, yet ever changing, digital firm to firm-market hybrids that supply branded service yet do not employ the providers or own the assets that provide services.

**LOC 313-0 Learning and Thinking in Organizations (1 Unit)** Learning & Thinking in Organizations explores human judgment and decision making under conditions of uncertainty. You will learn to recognize recurring patterns in your own cognition and that of the people around you, and examine the ways those tendencies can lead people to better or worse courses of action. We will investigate ways to use insights from research to improve the functioning of organizations, with a goal of making life better for the people that work in them and the people they serve.

## LOC 315-0 Identities, Intersections, and Organizations (1 Unit)

Developing a robust understanding of how to identify and deconstruct the dynamic and varying role that identities play in organizations is key to understanding how/why organizations behave, whose needs they serve/who is left out or marginalized, and the possibility of/conditions for change. Combined with HDC 315-0; may not receive credit for both courses. Students may not enroll in them if they have received credit for HDC 351-0 or LOC 351-0.

**LOC 334-0 Analysis of Global Teams (1 Unit)** This course is designed to help students develop a basic and applied understanding of the inherent complexities of Global Virtual Teams so they can navigate this increasingly-common team structure effectively and successfully as team members, managers, and leaders.

**LOC 335-0 Global Organizational Design and Leadership (1 Unit)** This course is designed to offer students a scientifically grounded knowledge of cultural differences across nations that scholars in the field of cross-cultural psychology/management and international business have developed using cutting-edge research tools and theories. The focus of the course is to view culture as the organizing principle of work-life, and to help you appreciate how cultural identity affects diverse aspects of business such as communication, negotiation, leadership and team effectiveness in real and virtual platforms.

## LOC 347-0 Mapping and Spatial Analysis for Social Issues (1 Unit)

The focus of the course is on using the power of geospatial analysis to identify, understand, and make recommendations about addressing social, racial, and other inequities, including access to healthy food, environmental pollution, policing, etc. Students will learn basic use of the ArcGIS online program to support geospatial analysis. Taught with LOC 347-0; may not receive credit for both courses.

## LOC 351-0 Topics in Learning and Organizational Change (1 Unit)

Advanced work on special topics.