Develop Professional Thinking and Communications Skills: Stepping Out of the Box

Integrated Talent Management Strategies Course

Teaches students to be expert business partners and to able to think and communicate clearly and without jargon

HCM programs combine to drive behavior in support of organizational objectives
• Lecture, discussions, breakouts
• Assignments
  - Outlook Journal
  - Café Cupcake Case Study

Lessons Learned
• Encouraging students to step outside their typical framework and mindset can help embed new learning
• Showing students that we prepare outside of class for their learning and growth has significant value

For the Future
Students to select an everyday problem and address it as a professional
• Another HR example: selling Girl Scout cookies

Create rubrics to assess
• Communication without jargon
• Out-of-the-box thinking

Principles

VALUE OF METAPHOR
THE FEYNMAN TECHNIQUE
META-COGNITION
TEACHING AS MORE THAN TRANSACTIONAL

Reflection & Student Feedback

Course Evaluations
(88% response rate)

4.73/5.00
"Steven Safier’s teaching methods helped me achieve the course’s learning goals."

4.67/5.00
“I am able to apply what I learned to my professional practice.”

The “A-ha” Moment for Students
• To change employee behavior and organizational culture, use multiple levers
• Professionals need jargon, and they don’t need jargon

"It was not lost on me how dedicated he is, for example, when he told the class he had a breakout activity idea when he was having coffee during the weekend, and it was SUCH A GOOD IDEA… He always provides these experiential learning opportunities that really help in assimilating new concepts.”

STUDENT QUOTE

Further Information & Acknowledgments

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Literature Cited

Tanner, Kimberley, D. Promoting Student Metacognition. Life Sciences Education 2012 Summer 11(2), 113-120


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