

Designing a High Impact Course on Managing Professional Relationships

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Course Goals

1. Enhance self-awareness about your own relationship-building skills and experiences;
2. Develop awareness and specific skills for effectively building high quality professional relationships;
3. Develop awareness and skills for minimizing damage from low quality, corrosive professional relationships;
4. Build a logic for building and managing organizations with relational capability as an organizational strength;
5. Explore and assess the important dimensions of relational leadership

Course Target

1.5 credit MBA elective (especially useful for careers involving client relationships such as consulting, marketing, accounting) Or 3 credit undergrad elective

Subjects Covered (see syllabus and some teaching notes at <http://positiveorgs.bus.umich.edu/teaching-resources/course-syllabi/>)

The Relational Imperative: Why is managing relationships important for individuals and organizations?

Building Relational Skills

Building Effective Relationships through Enabling Success of Others

Building Effective Relationships through Respectful Engagement

Building Relationships through Trusting Others

Building Relationships through Playing

Mastering Relational Challenges

Dealing with Corrosive Relationships at Work

The Challenge of Power

Having Difficult Conversations

Relational Leaders

Designing the Relational Organization

Living Relationally: Being a Contribution to Others

Core Assignments

Learning log assignments

Being a contribution assignment

Capstone simulation (tent-building blindfolded)