

**Integrative Management Analysis
MGT 4611
Summer 2013**

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Office Hours: by appointment.

Students are welcome and encouraged to use any opportunity when we travel together to site visits or weekend trips, on the bus, to ask any questions they might have about the lectures, site visits, or anything related to the program. Students are asked to provide continuous feedback about their practicum, and notify me about any problems they might face working with their organizations. Feedback from students (or teams where two students work on one project) is expected once a week.

I am also available for consultation or conversation by email at any time.

Course Overview

This course will provide the student with an opportunity to engage with a Hungarian non-governmental organization (NGO) with the purpose of expanding that organization's capacity to better serve its constituents. Alternatively, there could be projects that are developed by Atlanta based organizations where the goal of the course is the same but students are expected to use email and skype to communicate with the organization about their progress.

Each student, working alone or with other team members will undertake an in-depth investigation of the organization, including its history, purpose, mission, financial situation, current challenges and opportunities. Each student (or group) will work with the management of their host organization to identify a specific area in which the students can make a positive contribution to the organization.

Students are expected to produce tangible results during the period of this course. A final presentation will be made to professors, members of your hosting organization, and your student peers, outlining the project, describing the results of your work, and making recommendations for future improvements in the targeted area.

This experience will allow the student to engage with an organization in a different culture, and understand how they can use the existing skills and talents to expand the capacity of their host organization to better serve its constituents.

Student will also have the opportunity to observe how social issues are addressed by US based organizations (that we will visit before departure) and compare and contrast that with the organization we work with in Hungary.

A special note: student should understand that nonprofits, ngo's, and social enterprises, are not perfect organizations. Just because they serve a just cause, and have passionate staff and leaders it does not prevent them from making mistakes. During your time with these organizations respect their passion and commitment to their cause, but do not be blind to possible shortcomings they might have. Feel free to (in a polite and always constructive manner) start a conversation with them about these issues, and discuss ways you believe they could address the problem. I also encourage you to share these issues with your professors, so we can advise you if needed.

Learning Objectives

- Assess the needs of an organization creating social value in a different culture
- Develop the communication skills necessary to work with individuals in a different culture
- Work with a team to create products or services that will have a positive impact on the capacity of the NGO to achieve its mission
- Apply existing knowledge and skills to achieve a tangible result
- Understand the obstacles and barriers existing in other cultures that influence the application of practices and techniques accepted in the United States
- Expand cultural tolerance

Instructional Methods

Prior to departure and once assignments are announced students will research their organizations to learn about their mission, the service/product they provide, their target market, funding structure, etc. Students will also research the larger setting – the industry in which the organization is part of (i.e. homeless programs, healthcare, child services, media, etc.), and look for corresponding organizations operating in the US. This should give students a well-rounded understanding of their organizations' work before arriving to Budapest.

Once in country the student teams who are assigned to local partners will meet with the management team of the target organization to identify areas of needs and possible activities that will have a positive impact on the organization.

Students will communicate with the instructor at least once per week to review progress and discuss challenges. Periodic written progress reports will be required. Students are expected to work with their teams and devote the necessary time to identify the area(s) of need of the organization and to achieve the results that will expand the capacity of the organization to better serve its constituents and meet its mission.

Each team member should devote at least 40 hours during the course period (that is 8-10 hours per week) to working with the organization.

Deliverables

Teams will make a final presentation (PPT or Prezi) to selected members of the organization and the instructors on the last day of classes, and submit an up to 3 page write-up of their findings (think of this as the transcript of your in-class presentation).

Teams will also prepare a one-minute video describing (in 30 seconds) what their project entailed and (in 30 seconds) what were the lessons in leadership they learned. Videos should be uploaded to YouTube and the link submitted to the professor. Students can record themselves (with your mobile device for example) or use free software (like Prezi, PowToon, Go!Animate) to create their videos.

Each student is required to submit an individual and personal reflection paper (1-2 pages) discussing the challenges they encountered, lessons learned and how, going forward, this experience may have application in their professional and personal lives.

Grading

Interim progress (based on the weekly feedback sessions with the professor)	40%
Final team presentation and write-up (June 27)	30%
Video submission (due the latest by July 18)	10%
Individual Reflection Paper (due by July 18)	10%
Assessment from partner organization	10%

Honor Code

You are expected to uphold the Georgia Institute of Technology Academic Honor code. You may find information on the Honor Code at: <http://deanofstudents.gatech.edu/Honor/>.

Students with Disabilities

To request classroom accommodations, students with disabilities should contact the ADAPTS office: Assistant Dean/Coordinator for Students with Disabilities, Smithgall Student Services Building, Suite 221 (404-894-2564).