

# SEMINAR IN ORGANIZATIONAL & COMMUNITY INTERVENTION

Psychology 942, Fall 2005

Greg Meissen

## Class Mission

Gain knowledge and skills useful in leadership roles in community-based organizations, nonprofits, research centers, grassroots organizations and communities.

## Learning Objectives

In an interactive seminar format that draws upon relevant theory, research, best practice and experiential knowledge, participants will:

- 1) Gain an understanding of key principles and practices of community and organizational change.
- 2) Acquire knowledge and skills useful to the development, capacity building and management of community-based organizations including: strategic planning, fund development, grant writing, asset mapping, resource management, collaboration and facilitation.
- 3) Develop individual leadership skills based on personal strengths and interests.

## SCHEDULE

<u>DATE</u>	<u>TOPIC</u>	<u>READINGS</u>
Aug 23	Introduction & Time Line	
Aug 30	Intractable Social Issues.....	DePree, ch 3 Putnam, 2002 Dychtwald, 2001 Sarason, 1978 Carlson, Intro, App A, B, D, E
Sept 6	Models of Positive Change.....	DePree, ch 2, 11 McKnight & Kretzman, 1998 Patterson, 2003 Weick, 1984 Seligman, 2000 Hammond & Hall, 2000
Sept 6	<b>Book Title Due</b>	
Sept 13	Community Leadership & Our Leadership Strengths.....	DePree, intro & ch 1, 5 New Model of Leadership Spears, 1994 Foster, 2000
Sept 13	<b>Vita Due</b>	

*"We Teach Who We Are  
We Learn the Subjects Who Chose Us  
We Know As We Are Known"*  
Palmer Parker

*"What we would do  
If we knew  
We would not fail"*  
Anonymous

Sept 20	Funding Vision Driven Positive Community Change.....	Carlson, intro, ch 1 DePree, ch 8
<b>Sept 20</b>	<b>Grant "Request for Proposal" Due</b>	
Sept 27	Needs and Assets .....	Carlson, ch 3, 9
Oct 4	Collaboration.....	Carlson, ch 2 DePree, ch 9
<b>Oct 4</b>	<b>Cover Letter and 2 Page Overview Due</b>	
Oct 11	Accountability, Evaluation & Outcomes.....	Carlson, ch 4, 5, 6 DePree, ch 4 RWJ, logic models
<b>Oct 11</b>	<b>Need Statement Due &amp; Organizational Background Due</b>	
Oct 18	Fall Break - No Class	
Oct 25	Vision Driven Community Change.....	DePree, ch 8, 10
<b>Oct 25</b>	<b>Logic Model Due &amp; Evaluation Plan Due</b>	
Nov 1	Budget & Budget Narrative .....	Carlson, ch 8
<b>Nov 1</b>	<b>Learning Styles Report Due</b>	
Nov 8	Sustainability.....	DePree, ch 12 Carlson, ch 7, 12
<b>Nov 8</b>	<b>Strategic Plan Due</b>	
Nov 15	Building Social Capital and Community Consensus	
<b>Nov 15</b>	<b>Budget &amp; Budget Narrative Due</b>	
Nov 22	Developing Effective Organizations.....	DePree, ch 6, 7
<b>Nov 22</b>	<b>Book Abstract Due</b>	
Nov 29	Good to Great.....	Collins, 2001 DePree, ch 13
Dec 6	Putting it all together: Vision Driven Community Initiatives .....	Carlson, ch 10, 11, App C
<b>Dec 13</b>	<b>GRANT APPLICATION DUE &amp; FINAL EXAM 3:00 - 5:00 PM</b>	

**TEXTS:**

DePree, M. (1997). Leading without power: Finding hope in serving community. San Francisco: Jossey-Bass.

Carlson, M. (2002). Winning grants step by step. San Francisco: Jossey-Bass.

*"Think Globally, Act Locally  
Think Scientifically, Behave Practically"*  
Tom Wolff & Others

*"Blame No One,  
Do Something"*  
Anne Lamont

## **READINGS:**

Dychtwald, K. (2001). Ten crises the Boomers will face as they age in the 21<sup>st</sup> Century.

Foster, R. (2000). Leadership 21<sup>st</sup> Century: Working for a civil society. National Civic Review, 89, 87-93.

Collins, J. (2001). Good to Great. Fast Company, 90-104.

Logic Model Development Guide (2001). W. K. Kellogg Foundation, [W.K. Kellogg Foundation Logic Model Development Guide](#).

Hammond, S., & Hall, J. (2000). What is Appreciative Inquiry. Thin Book Publishing.

McKnight, J. & Kretzman, J. (1998). Asset Based Community Development. ABCD Institute.

New Models of Community Leadership.

Patterson, R. (2003). Tipping Point: How to start a revolution. [radio.weblogs.com](#).

Sarason, S. B. (1978). The nature of problem solving in social action. American Psychologist, 33, 370-380.

Seligman, MEP, & Csikszentmihalyi, M. (2000). Positive psychology: An introduction. American Psychologist, 55, 5-14.

Spears, L. C. (1994). Quest for caring leadership. Inner Quest, 2, 1-4.

Weick, K. E. (1984). Small wins: Redefining the scale of social issues. American Psychologist, 33, 40-49.

## **GRADES:**

	<b><u>Due</u></b>	<b><u>Points</u></b>
Vita	9/13	50
Grant Request for Proposal (RFP)	9/20	100
Cover Letter & 2 page overview	10/4	50
Need Statement	10/11	50
Organizational Background Section	10/11	50
Logic Model	10/25	50
Evaluation Plan	10/25	50
Learning Styles Report	11/1	50
Strategic Plan	11/8	100
Budget & Budget Narrative	11/15	100
Book Abstract	11/22	100
Final Grant Proposal	12/18 at 3PM	200
Final Exam	12/18 at 3PM	50

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TOTAL POINTS

1000

*"Americans are not starving for  
what they don't have but rather for  
what they don't give"*

Marriane Williamson

*"Never doubt that a small group of thoughtful,  
Committed citizens can change the world;  
Indeed, it is the only thing that ever has".*

Margaret Mead