

Program: **Certificate in Occupational Health & Safety**

Course: COHS 3220 –Management, Leadership & Organizational Behaviour

Instructor: **Glyn Jones**

Course Description:

Health and safety professionals often work within complex workplace structures providing a specialized technical support to their employers. Successful health and safety leaders understand corporate organization and function, and are able to incorporate that understanding into the recommendations they provide to corporate leadership for approval. This course provides an introduction to corporate leadership and organization and helps learners to understand the structure and organization of their own workplaces so that they can make more focused and valued contribution to health and safety program design and management.

Learning Outcomes:

- Explain the elements of organizational design and discuss how they are related
- Describe the three steps to defining strategy
- Identify the characteristics and strengths of different organizational structures
- Discuss the key business processes that link structure to strategy
- Explain business metrics and discuss their importance in organizational design
- Identify activities related to people practices and explain their importance
- Explain the management functions that support an effective organization
- Describe the external regulatory environment for businesses in Canada
- Define standards and explain their importance to businesses
- Explain the purpose of programs, policies and procedures
- Explain the evolution of approaches to managing organizations
- Describe the four management functions and explain their importance
- Describe the evolution of thought regarding leadership theories

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- Define and discuss theories of motivation
- Explain best practices for leading change
- Discuss strategies for engaging employees
- Identify techniques for resolving conflict

Course Outline:

Module 1: Organizational Design

Module 2: Management Functions

Module 3: Leadership Behaviors and Employee Relations

Academic Requirements:

- 3 module Quizzes worth 80%
- 1 written assignment worth 20%.

Other:

42 hours of contact work

5 BCRSP Points

BCRSP Domain: Management Systems (MS)