

# ORGANIZATIONAL ANTHROPOLOGY (ORGC)

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The courses listed on this page are exclusive to the LPS BAAS degree (<https://lpsonline.sas.upenn.edu/features/what-bachelor-applied-arts-and-sciences-degree/>) and LPS Online certificates (<https://lpsonline.sas.upenn.edu/academics/certificates/>).

## **ORGC 1600 Introduction to Team Culture**

In this course, students learn about the basics of team dynamics. Students explore the foundations of effective teams, and understand why they inevitably become misaligned. Students then step through a process for generating passion and high-performance in any group that has to work together toward a common goal. Through engaging case studies and role plays, students get practice diagnosing and managing interpersonal issues that can derail teams.

1 Course Unit

## **ORGC 2010 Virtual Collaboration**

Collaboration is an essential ingredient for human growth, learning, and success. Today, there are endless possibilities for collaboration across the globe with colleagues. Course participants will explore the relationship between the technologies, tools, and the human factors associated with the cultural/social frameworks necessary for effective collaboration. Course topics include navigating, learning, collaborating, and leading in today's complex, socially and technologically interconnected world. Complexity and interdependence are key concepts for virtual teams, virtual leaders, and virtual organizations. Guests from multiple organization will share their own experiences and best practices that made their virtual teams and operations successful. The course foundations are built upon cultural and social sciences that explain how organizations and social order are constructed, sustained and changed. This is a highly practical course, where everything studied can be observed, tested, applied, and interpreted for results.

1 Course Unit

## **ORGC 3010 Anthropology of Corporations**

In this course, students learn what organizational culture is and how it affects performance. Students step through foundational theories that explain how and why culture moves through organizations and changes. Students also learn to identify the drivers of cultural conflict that can hinder strategies and reduce collaboration. Drawing on anthropological frameworks and theories, students develop skills for understanding an organizations particular cultural characteristics and creating sustainable change.

1 Course Unit

## **ORGC 3300 Building Influence Across Cultural Boundaries in Organizations**

Every organization has subcultures defined by different divisions, departments, and teams that make it difficult to collaborate and get things done. In this course, students develop the ability to communicate across these cultural boundaries to build influence and effectiveness. Drawing on current insights from psychology, anthropology, and behavioral economics, students learn to use practical, field-tested frameworks for connecting with people who have different perspectives and winning support for their ideas. Through interactive discussions and exercises, students master the similarities and differences among influencing, persuading, and negotiating.

1 Course Unit