Interpersonal Communications & Leadership  
CTPS 6123  
Dates/Times:  Friday, March 21, Saturday, March 22, and Monday, March 24, 2014  
8 am – 12 noon  
Location:  4.438 GSBS Conference Room

Faculty:  
Bob R. Scott  
brscott@utmb.edu  
409-747-6717  
Office:  Open Gates Carriage House, 2.108

Course Description  
This course is designed to enhance postdocs' interpersonal communications and leadership skills, using the Birkman Method to ascertain personal behavioral and work styles, as well as their own emotional intelligence quotient. After participants complete the online Birkman evaluation, the instructor will review the results throughout the course. Using their Birkman profiles, participants will learn ways to improve interpersonal communication and leadership skills in relating to their peers, supervisors and subordinates that will help them succeed, no matter whether they stay in academic research or move on to careers in industry, government or the plethora of science-oriented fields.

One feature of the program is a personal coaching document that includes issues to watch – positive and negative. Each postdoc who enrolls will receive his/her own copy of the document to share and discuss with the mentor after the course is concluded. It is even more useful if the mentor already has taken the Birkman, so both can identify the other’s key issues.

The Birkman Method is used in organizational development to:  
- Improve communication  
- Increase management effectiveness  
- Build cohesive teams and reduce conflict  
- Improve hiring decisions  
- Discover hidden potential of current employees for greater productivity

Objectives  
After completing the course, students will be able to:  
Deal with people one-on-one and in groups; assess their own and others’ leadership styles in order to work with them productively; conduct crucial conversations, and borrow others’ behaviors when appropriate.

Prerequisites:  None

Required Texts:  None
Class Policies:

Grading
This course is offered on a Satisfactory/Unsatisfactory basis. Participants must complete the Birkman assessment, individual review of results with the instructor, and all didactic sessions explaining how to use the program.

Disability/Special Accommodations Statement: It is the policy of the University of Texas Medical Branch (UTMB) at Galveston to comply with the Americans with Disabilities Act, Section 504 of the Rehabilitation Act of 1973, and state and local requirements regarding students and applicants with disabilities. Under these laws, no otherwise qualified and competitive individual with a disability shall be denied access to or participation in services, programs, and activities of UTMB-Galveston solely on the basis of the disability.

The University of Texas Medical Branch is committed to equal opportunity for students with disabilities. If you have a documented disability or would like to obtain information regarding services for students with disabilities, a complete copy of the “Student with Disabilities: Guidelines for Compliance” may be obtained from the Office of Equal Opportunity and Diversity.

UTMB Honor Pledge
On my honor, as a member of the UTMB community, I pledge to act with integrity, compassion and respect in all my academic and professional endeavors.

Student Conduct and Discipline
Student Conduct and Discipline policy in the Institutional Handbook of Policies and Procedures (IHOP), Section 7.1.3 (http://www.utmb.edu/policy/ihop/search/07-01-03.pdf). “General Responsibilities: It is the responsibility of every student, faculty member and administrative official to initiate a disciplinary complaint when scholastic dishonesty or other misconduct is involved” UTMB IHOP Section 7.1.3. Student Conduct and Discipline: General Responsibilities.