

Develop Professional Thinking and Communications Skills: Stepping Out of the Box

Mission

Prepare graduates to be world-class HCM Strategists

Breakout

Analyzing and Communicating Problems and Solutions from Different Perspectives

Principles

VALUE OF METAPHOR

THE FEYNMAN TECHNIQUE

META-COGNITION

TEACHING AS MORE THAN TRANSACTIONAL

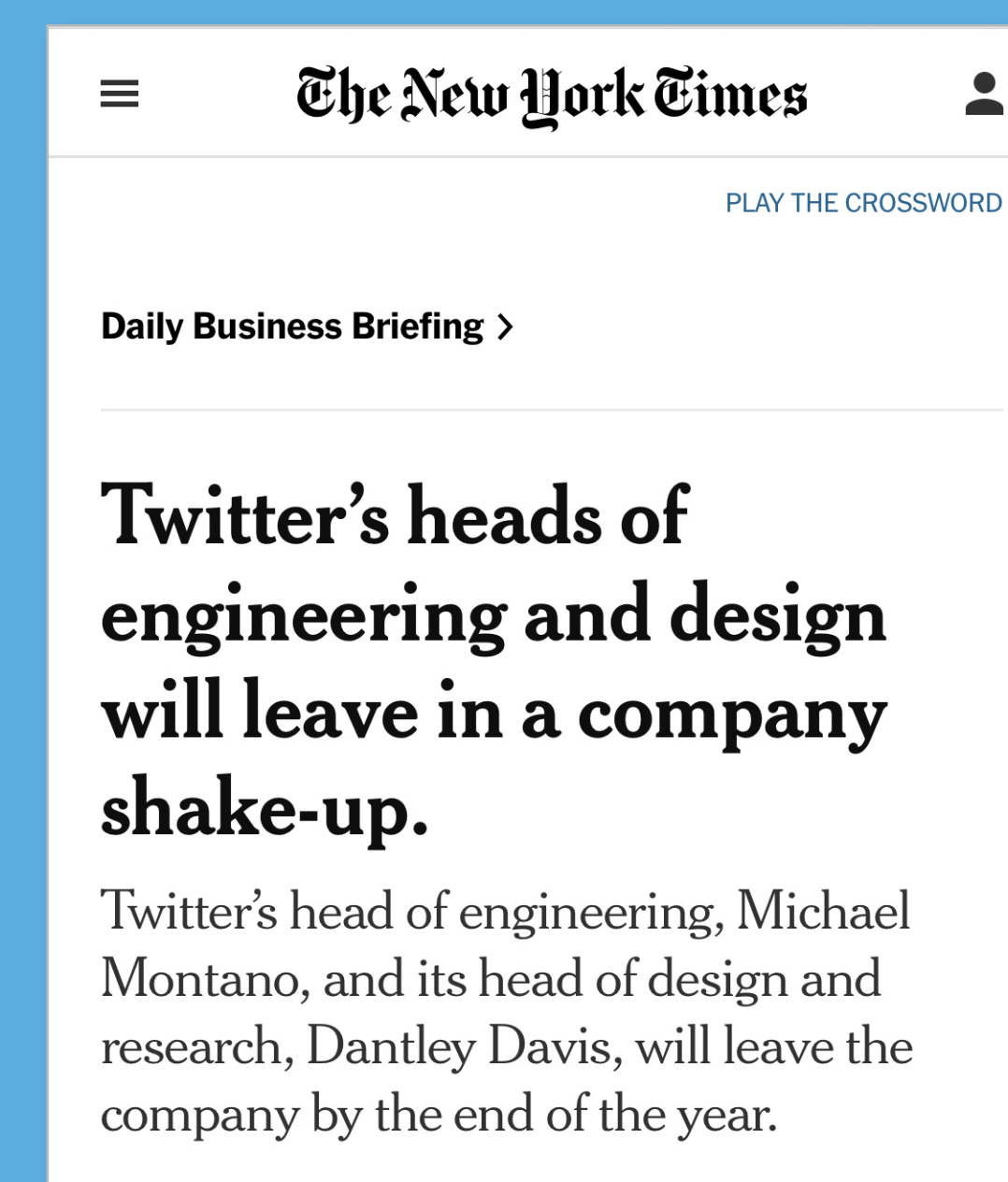
Integrated Talent Management Strategies Course

Teaches students to be expert business partners and to be able to think and communicate clearly and without jargon

HCM programs combine to drive behavior in support of organizational objectives

- Lecture, discussions, breakouts
- Assignments
 - Outlook Journal
 - Café Cupcake Case Study

TWO BREAKOUT GROUPS:



A Explain the Twitter changes as if you were speaking to a fourth grader



B Explain the Real Estate solution as an HCM professional

Reflection & Student Feedback

Course Evaluations (88% response rate)

4.73/5.00

"Steven Safier's teaching methods helped me achieve the course's learning goals."

4.67/5.00

"I am able to apply what I learned to my professional practice."

The "A-ha" Moment for Students

- To change employee behavior and organizational culture, use multiple levers
- Professionals need jargon, and they don't need jargon

Literature Cited

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Lessons Learned

- Encouraging students to step outside their typical framework and mindset can help embed new learning
- Showing students that we prepare outside of class for their learning and growth has significant value

For the Future

Students to select an everyday problem and address it as a professional

- Another HR example: selling Girl Scout cookies

Create rubrics to assess

- Communication without jargon
- Out-of-the box thinking

"It was not lost on me how dedicated he is, for example, when he told the class he had a breakout activity idea when he was having coffee during the weekend, and it was SUCH A GOOD IDEA... He always provides these experiential learning opportunities that really help in assimilating new concepts."

STUDENT QUOTE

Further Information & Acknowledgments

STEVE SAFIER, PHD

Program Director and Lecturer,
Masters in Human Capital
Management Program
sis2127@columbia.edu

JOSH BELLIS

Course Associate,
Human Capital Management Program

BRAD TUYAY

Assistant Director of Administration,
Human Capital Management Program