



# Course program and reading list

Semester 0 Year 2024

**School:** Arison School of Business M.A. in OBD

Practicum B

**Lecturer:**

Dr. Osnat Bouskila-Yam [osnatby@runi.ac.il](mailto:osnatby@runi.ac.il)

**Teaching Assistant:**

Dr. Osnat Bouskila-Yam [osnatby@runi.ac.il](mailto:osnatby@runi.ac.il)

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<b>Course No.:</b>	<b>Course Type :</b>	<b>Weekly Hours :</b>	<b>Credit:</b>
28916	Workshop	4	6

<b>Course Requirements :</b>	<b>Group Code :</b>	<b>Language:</b>
Final Paper	240289162	English

**Prerequisites**

**Prerequisite:**

- 28803 - Practicum A
- 28810 - Organizational Diagnosis
- 28907 - Qualitative Research Methods in Organizations



Course Description

## Course Details

The meetings will take place on **Sundays** 15:45-17:15- (2 academic hours), according to the allocation of the learning groups.

# Number of meetings: 14 .

Please note that the last 2 classes will take place during semester vacation.

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## Course Goals

### The First Semester

The first semester's (2nd year) practicum program is set to prepare the student for the 'practical' practicum (in "real" organizations) which will be carried out in the second semester of this year.

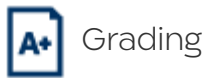
The focus is shifted from the personal development of the student, which was emphasized in the first year, to the student's professional development within an organizational and teamwork context. The organizing idea is that the first semester will be a *preparation and a dry (off-line) exercise* for the real encounter in the organizations during the second semester. Following are the learning and developmental challenges:

1. **The consolidation of a system approach** – Shifting the focus from reading a specific map of "here and now", to reading a systemic
2. **Sharpening and deepening personal and interpersonal skills in the organizational consultant's work** – Interviewing skills, feedback and consultancy
3. **The carrying out of a full consultative process** – An integrative experience of a whole consultative process from its beginning until the stage of consolidating recommendations for intervention and giving
4. **Experiencing teamwork within the consultants' work** – The consultant as a team member and experiencing consultative
5. **Organizational themes** – Emphasis on organizational themes and content.

## The Second semester

In the second semester the teams will enter (real) organizations and will conduct similar processes to those exercised in the first semester. The work in class have the structure and setting of a *Supervision Group* (As used in psychological internship training). In its essence, in each class a team (sometimes two) will presents issues, dilemmas and a progress report from the fieldwork in the organizations. A detailed outline of the second semester and the nature of the work in class will be determined specified by each class moderator separately and later.

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# Course Grading Method

1. The final grade of the course will be computed according to grades in each semester paper and on the fulfillment of the assignments

The computation of scores will be:

Semester A final assignment grade – 40%;  
Semester B final assignment grade – 60%.  
A final annual grade will be computed accordingly.

2. Students who failed the final assignment will have to submit it again, within three weeks after receiving the reviewed paper, based on the instructor's



## Additional Remarks

### Course framework and setting

1. The course's special nature, being a course in which much emphasis is put on experiential learning (in contrast to frontal-teaching courses), requires a different attitude from the students regarding their attendance in
2. Hence, according to program regulations, and as said aforementioned, due to the special nature of study in the practicum, attendance in **all** classes is
3. You may not miss more than 2 classes per semester (regardless of whether or not the absence is justified).
4. Please note that you may not carry over unused absence from one semester to the
5. Any student who exceeds this quota will not be able to complete the practicum this year, will not receive a grade and his/her participation in the practicum will be stopped!
6. Regardless the reason for not attending a given class, the student should notify his/her absence the course assistant and simultaneously CC the group lecturer **prior** to the class Post factum notices will be permitted only due to justified reasons.
7. Class begins at exactly 15:45. Please do not arrive Students arriving after 16:00 are

requested **not to enter the class.**

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## Lecturer Office Hours

By appointment via e-mail.

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## Teaching Assistant

**School:** Arison School of Business M.A in Organizational Behav

Practicum Int. B

## Lectures:

Dr. Osnat Bouskila-Yam [osnatby@runi.ac.il](mailto:osnatby@runi.ac.il)

## Instructor Assistants:

Dr. Osnat Bouskila-Yam [osnatby@runi.ac.il](mailto:osnatby@runi.ac.il)

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## Reading List

Benjamin, A., (1990). *The interview helps*, edition 10. TA: Library workers.

Block, P., (1999). *Flawless Consulting: A Guide to Getting Your Expertise Used*. Pfeiffer.

Csikszentmihalyi, M., (1990). *Flow: The Psychology of Optimal Experience*. New York:

Harper and Row.

Daniels, T., Ivey, A., (2007). *Microcounseling: Making Skills Training Work In a Multicultural World*. Charles C Thomas Pub. Ltd.

Ivey, A., (1971). *Micro-counseling: Innovations in Interviewing Training*. Springfield Illinois: Charles C. Thomas.

Poorman, P. B., (2003). *Microskills and Theoretical Foundations for Professional Helpers*. Poston MA: Allyn& Bacon.

Schein, E., (2009). *Helping: How to Offer, Give, and Receive Help*. Berrett-Koehler Publications, San Francisco, CA.