MBAP Group and Team Process Facilitation Program

Every Atkinson School student will be involved in many group and team projects while completing the MBA program. Group and team projects are essential components of the Atkinson School experience and directly contribute to the development of a student's interpersonal and soft skills including: communication, listening, teamwork, leadership, coaching and mentoring, conflict management, time management, etc.

Each member of a group or team is expected to positively contribute to the effective and successful functioning of the team. Each member is also expected to take an active role in helping to resolve disagreements to enhance the functioning of their team and

their own personal development. Professor Singh is internationally recognized as an expert in cross-cultural dispute resolution. Professor Singh is currently Associate Director of the Straus Institute for Dispute Resolution at Pepperdine University School of Law. He was previously Lecturer in Law and Associate Director of the Willamette University College of Law Center of Dispute Resolution, where he worked with many Willamette MBA PACE teams.

<u>Accessing Group Process Facilitation</u>
If the team is part of a course, students should follow the Group Process Facilitation Protocol described in the course syllabus or discussed by the professor before contacting Professor Singh.

Students representing a team from a student organizations or a course with no formal protocol for access to facilitation, may directly contact Professor Singh by email at sukhsimranjit.singh@pepperdine.edu.

<u>Working with the Group Process Facilitator</u>
The facilitator will serve as a neutral and impartial participant. The facilitator will listen and discuss options and recommendations for improving professional behavior and group process.

If the facilitator requests to talk with additional members of the team or the entire team, each person involved is expected to cooperate with the facilitator and doing so in a reasonable amount of time.

Conversations with the facilitator are private, but not confidential in cases involving University policies related to interpersonal violence, personal safety, sexual misconduct, harassment etc., or Atkinson School Honor Code policies related to academic honesty and professional behavior.

If a group is unable to successfully resolve a group process issue after working with the facilitator, all members of the team must meet with the professor of the course. At this point, the facilitator will also give input to the professor.

Based on the result of the discussion with the team and the facilitator, the professor of the course may impose alternative methods of group resolution and equitable consequences. If the faculty member believes the group process issues are being created by violations of the Honor Code by one or more students, the faculty member will forward the issue to the Honor Code Officer.