**GE rational for** **ESCFE 3200 H**

**Mindful Resilience: Individuals to Organizations**

**GE Category: Social Sciences: Individuals and Groups**

**How do the course objectives address the GE category and expected learning outcomes?**

The course objectives address the GE category of Social Sciences, Individuals and Groups expected Learning outcome regarding the theories and methods of social scientific inquiry as they apply to the study of individuals and groups by examining the cultural, spiritual, and health paradigms underlying Mindfulness practices in the context in which they were born, comparing these to the context in which they currently exist. These practices grew out of an eastern culture but are now effectively being applied in a western culture with scientific research outcomes. The culture from which mindfulness was born was not reductionistic, and yet is being applied and promoted in such a way. Students will be encouraged to examine this research knowledge of the health, cognitive, and communicative benefits associated with mindfulness practices for individuals, worksites, and professional groups. A critical analysis of the interplay between the individual practice and how this might impact the institutions of which we are a part will be central to the course. The semester will conclude with students examining “mindfulness” as a western adaptation of non­western notions of centeredness and how this both a product of, while concurrently shaping, ancient culture. The industrialization of western culture’s adaptation of mindfulness for the organization will assist students understanding of the behavior of individuals, differences and similarities in social and cultural contexts of human existence, and the processes by which groups function.

**How do the readings assigned address the GE category expected learning outcomes?**

Readings assigned in the course will provide the background information to frame the experiential practice of both individual and group mindfulness that will set the stage for discussion and critically examining if changing the individual is enough to transform an organization. By reading about leading industries that have adopted a mindful approach to their work culture, students will be able to comprehend and assess individual and group values and their importance in social problem solving and policy making. Readings that examine whether or not there are associated economic changes associated with adoption of mindfulness will also be provided.

**How do the topics address the GE category expected learning outcomes?**

The topics listed for this course center around an analysis of the interplay between individuals and groups- the nature of social (group) vs individual needs. Is mindfulness essentially an individual practice or might the theoretical basis of it impact how individuals could communicate more effectively within organizations?

**How do the written assignments address the GE category expected learning outcomes?**

The written assignments address the expected learning outcomes as students will demonstrate the connection between individual resilience and group resilience in each and every assignment. Through written questions submitted for the speakers, essay questions on the midterm, and the final presentation outlines, students will demonstrate the an ability to see a project to completion, realizing a tangible end result (e.g. written/oral presentation) that will be shared and critiqued- letting the student know if they adequately reveal the nature of the interplay between the individual and the social organization. This presentation will contain a plan for spring boarding individual mindfulness practice towards organizational mindfulness implementation within the context of specific work environments (i.e., hospitals, law firms, business, municipalities, social service agencies, financial institutions, etc.). This project will embody an example of how individual resilience can impact/sculpt organizational resilience.