

# Human Dynamics Syllabus

Last Updated August 2017

## Instructor Information

### Instructor

David Mangan

### Email

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### Location & Days/Hours

Atlanta, GA Area - 2.5 Days

## General Information

### Description

“Human Dynamics provides foundational tools that promote self-awareness and development professionally and personally, through teaching people to communicate and work together effectively.” Participants will also learn the difference between entitlement thinking and earned thinking and how organizational productivity can be affected by which mindset people choose. Additionally, participants will learn what motivates human beings at work and the significance of being held accountable as well as holding others accountable for their results.

### Expectations and Goals

1. Participants will begin to make meaningful assessments of people and identify the best approach to obtain mutually beneficial results.
2. It will be imperative that each person transitions into an earned thinking mindset because of the individual confidence it creates while establishing the ability to identify entitlement thinking as it is happening and how to put an end to it.
3. Participants will evaluate what drives their motivations and why those motivations may or may not fit with the principles of earned thinking or the capacity of the organization's leadership to support a person's motivational factors.
4. Participants will apply the principles of accountability from a leadership context and how to get others to want to take accountability for the choices they make.

## Course Materials

### Required Materials

- Bring a laptop with Microsoft Office Suite and access to Google Chrome.
- Pad and Pen for note taking.
- Bring 30 copies of your organization's Vision, Mission, and Values (hopefully this fits on one page with a level ten font) to share with each participant.
- Be prepared to inform one individual as to who you are without going into your career or current job. This exercise is you telling your personal story as a way of introducing yourself.



### Suggested Text

- **Human Dynamics:** A New Framework for Understanding People and Realizing the Potential in Our Organizations, Pegasus Communications, Inc., Authors: Sandra Seagal & David Horne
- **Danger in the Comfort Zone:** From Boardroom to Mailroom-How to Break the Entitlement Habit That's Killing American Business, AMACOM, Author: Judith M. Bardwick
- **Drive:** The Surprising Truth About What Motivates Us, Penguin Group USA, Inc., Author: Daniel H. Pink
- **Extreme Ownership:** How U.S. Navy Seals Lead And Win, St. Martin's Press, Authors: Jocko Willink & Leif Babin