

Master of Science in Sustainability Management**SSM 1060 Managing Sustainable Organizations**

Prof. Jacob Hirsh

Department of Management

Room 257 Kaneff Centre

Telephone - 905-569-4792

Office Hours: by Appointment

E-mail: jacob.hirsh@utoronto.ca

TA: Anthony Notenboom, anthony.notenboom@mail.utoronto.ca

Course Objectives:

Sustainability ultimately depends upon human behaviour. At both individual and organizational levels, the actions that people take have profound social, economic, and environmental consequences. These consequences are manifest both in the immediate present and even more strongly in the experience of future generations. In this course, we will explore the human factors that influence the adoption of sustainable or unsustainable practices. Why do people prefer immediate gratification instead of long-term gains? How can we incentivize sustainable behaviour? What is the best way to act as an effective change agent within an organization? These questions will be addressed by examining fundamental topics in Psychology and Organizational Behaviour, including motivation, decision-making, and social dynamics. Over the course of the semester, our primary goal is to understand how insights from the behavioural sciences can be used to design and promote sustainable organizational practices.

Course Materials and Reading List:

No textbook is required for the class, but links to journal articles relevant to each topic will be posted on Blackboard each week. These readings should be completed prior to each class.

Instructional Approach:

The course will consist of lectures and class discussions of each week's topic. Weekly readings are intended to provide additional context and prepare students for in-class discussions. Students are encouraged to be active participants in classroom conversations about the course material. Weekly assignments will focus on applying the knowledge learned in class to organizational interventions. The final written assignment focuses on a personal action plan for developing a sustainable self (i.e., the steps that need to be taken to optimize your own social, environmental, and economic impact). Class presentations will focus on analyzing sustainability initiatives from a behavioural perspective.

Grading:

- 15% Participation
- 25% Weekly Assignments
- 30% Sustainable Self Project
- 30% Behavioural Analysis of Sustainability Initiatives (Class Presentation)

Academic Misconduct:

Students should note that copying, plagiarizing, or other forms of academic misconduct will not be tolerated. Any student caught engaging in such activities will be subject to academic discipline ranging from a mark of zero on the assignment, test or examination to dismissal from the university as outlined in the academic handbook. Any student abetting or otherwise assisting in such misconduct will also be subject to academic penalties.

Course Schedule:

Fall 2022 Semester:

Mondays, from 10:00 am to 1:00 pm
September 12, 2022 to November 28, 2022

Class	Topic
Sep. 12	Introduction
Sep. 19	Motivation
Sep. 26	Perception and Reality
Oct. 3	Decision-Making
Oct. 10	*NO CLASS*
Oct. 17	Personality
Oct. 24	Teams and Group Dynamics
Oct. 31	Conflict and Stress
Nov. 7	Negotiation
Nov. 14	Power and Politics
Nov. 21	Leadership
Nov. 28	Change Management

Note: The last day to drop a graduate class without academic penalty is Monday, October 31.