COURSE SYLLABUS

Personal Empowerment  
HFT 3074  
Fall 2012  
Dr. Sandro Formica  
School of Hospitality and Tourism Management  
Florida International University

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E-mail: sformica@fiu.edu  
Class Time & Location:

COURSE DESCRIPTION

The main focus of this course is the development of personal strengths and their application to global settings within personal and business environments. Also, students will increase their interpersonal skills in global business setting by applying a set of tested techniques that will increase their professional success. This course also aims at bettering personal managerial effectiveness by learning and applying multiple models for understanding individual values, human needs, emotional intelligence, and thinking patterns as they evolve both globally and locally. This course will be highly interactive and creative participation is expected. Course methodology is experiential with Socratic seminars, role playing, interactive videos, small group support and sharing, and large group discussions.

GLOBAL LEARNING OUTCOMES and OBJECTIVES

Global Awareness  
Students will demonstrate an understanding of the interrelations among values, beliefs, and mental models as they follow similar patterns across countries and continents but are affected by cultural and socioeconomic trends and influences. Specifically, they will:
1. Identify personal strengths, values, inspirations, and community contributions as they differ based on unique societal, cultural, and socioeconomic features.
2. Identify the self-limitations to personal and professional success as they relate to local and global values and beliefs.
3. Understand how beliefs and mental models affect human behavior on a global scale.

Global Perspective  
Students will be able to conduct an analysis of their emotional and mental roadblocks, sort out the single elements that compose them, and to explore the most influential societal, cultural and socioeconomic aspects that have contributed to their emotional and intellectual development. Specifically, they will:
   1. Analyze the roadblocks and ultimately increase sensitivity to, and management of, self in local, global
and international relationships.

2. Discover and analyze how judgment, stress, and lack of balance affect personal empowerment globally.

3. Analyze how healthy emotional and intellectual tools can be used to solve problems, increase effectiveness and performance according to local and global similarities and differences.

Global Engagement
Students will demonstrate a willingness to develop a plan to overcome personal, business, and cultural limitations by tapping into the strengths of multicultural societies as they relate to specific aspects of business and personal life. Specifically, they will:

1. Define professional and personal life goals as they relate to interacting with both local and global communities.

2. Formulate a life/business plan, which not only overcomes challenges and limitations of intercultural differences, but also uses them as opportunities for personal and business development.

3. Receive feedback from others about building on individual natural talents, gifts, and skills to create and support a more global society.

ACTIVE LEARNING STRATEGIES

This course will use a highly experiential format. Every week, students will be offered opportunities to increase their level of personal and professional mastery by being exposed to exercises, procedures and tools geared towards self growth, perfecting communication skills, and achieving management excellence. Each week, the instructor will use group techniques, interactive videos, and other in-class activities tested with different audiences around the world to achieve the above listed objectives. Specifically:

To achieve the Global Learning Outcome of Global Awareness, the principal learning strategies will include, but not limited to the following: Write-Pair-Share, Short Writes, and Blogs.

To achieve the Global Learning Outcome of Global Perspective, the principal learning strategies will include, but not limited to the following: Socratic seminars, Write-Pair-Share, Blogs, online discussions and interactive oral presentations of the student’s autobiography.

To achieve the Global Learning Outcome of Global Engagement, the principal learning strategies will include, but not limited to the following: Socratic seminars, Write-Pair-Share, Blogs, online discussions and interactive oral presentations of the Life/Business plan.

REQUIRED READING MATERIAL

Selected chapters and readings from the following sources:


COURSE PROCEDURES/METHODOLOGY

Weekly Blogging:
To encourage sharing your experience with all of us, you will be asked to blog any experience that you had during the week. You can share any thought, feeling, and action that is somehow connected with the work that we will be doing in class and out-of-class. Please find more information on Blackboard about this assignment.

Participation:
Your participation in class discussions and reading assignments is critical. You are expected to earn 100 points for the value of your participation. You have the opportunity to be prepared to discuss your homework as well as the video and reading class material and share with others your experience during the many in-class activities.

Socratic Seminars:
The objective of those seminars is to facilitate sharing knowledge in a format that is participative and collaborative, as an alternative to a one-way lecturing. Each Socratic Seminar is worth 25 points. Additional information will be provided throughout the semester.

Personal Autobiography:
In this assignment you will have the opportunity to look back at your life, from its inception to present time, to better understand your experiences and their lessons. You will have the opportunity to explore what is that supported/hindered your personal and professional growth in the past. A specific template will be provided to you.

Personal/Professional Master Plan:
This assignment will result in a written report to pave the road to your future success. Please find more information on Blackboard about this assignment.

Commentary on Weekly Empowerment Experiences:
This assignment is critically important as it relates to the little (and big) changes you start noticing about yourself and those around you. This assignment trains you to monitor your feelings and emotions before, during and after completing your practical daily exercises and/or written homework. Also, it looks at the professional behavioral changes that have occurred as a result of those exercises and homework.

Home Assignments:
All of your home assignments will be geared towards your inner growth and the success of your professional and social interactions. Among those assignments you will use goal setting templates, time
planners, visualization boards, daily successes journaling, etc.

**Short Writes and Write-Pair-Share:**
These assignments are performed in class and will be an integral part of your interactive experience with your classmates. More information will be provided on Blackboard.

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**GRADING STANDARDS/PERFORMANCE MEASURES**

<table>
<thead>
<tr>
<th>Grade Components</th>
<th>Grade Components</th>
<th>Grading Scale:</th>
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</thead>
<tbody>
<tr>
<td>Weekly Blogging</td>
<td>75</td>
<td>940-1000 points A</td>
</tr>
<tr>
<td>Participation</td>
<td>100</td>
<td>900 - 939 points A-</td>
</tr>
<tr>
<td>Socratic Seminars</td>
<td>75</td>
<td>870 – 899 points B+</td>
</tr>
<tr>
<td>Personal autobiography</td>
<td>200</td>
<td>830 – 869 points B</td>
</tr>
<tr>
<td>Personal/Professional Master Plan</td>
<td>200</td>
<td>800 – 829 points B-</td>
</tr>
<tr>
<td>Comments on Empowerment Experiences:</td>
<td>100</td>
<td>770 – 799 points C+</td>
</tr>
<tr>
<td>Short Writes and Write-Pair-Share:</td>
<td>100</td>
<td>730 – 769 points C</td>
</tr>
<tr>
<td>Home Assignments</td>
<td>150</td>
<td>700 – 729 points C-</td>
</tr>
<tr>
<td><strong>Total Points</strong></td>
<td><strong>1,000</strong></td>
<td>670 – 699 points D+</td>
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<td></td>
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<td>630 – 669 points D</td>
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<td></td>
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<td>600 – 629 points D-</td>
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<td>0 - 599 points F</td>
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**FIU / HTM POLICIES**

**The FIU Academic Pledge**
As a student of this university:
- I will be honest in my academic endeavors.
- I will not represent someone else's work as my own.
- I will not cheat, nor will I aid in another's cheating.

**Intellectual Honesty Statement**
Florida International University is a community dedicated to generating and imparting knowledge through excellent teaching and research, the rigorous and respectful exchange of ideas and community service. All students should respect the right of others to have an equitable opportunity to learn and honestly to demonstrate the quality of their learning. Therefore, all students are expected to adhere to a standard of academic conduct, which demonstrates respect for themselves, their fellow students, and the educational mission of the University. All students are deemed by the University to understand that if they are found responsible for academic misconduct, they will be subject to the Academic Misconduct procedures and sanctions, as outlined in the Student Handbook.

Misconduct includes: Cheating – The unauthorized use of books, notes, aids, electronic sources; or
assistance from another person with respect to examinations, course assignments, field service reports, class recitations; or the unauthorized possession of examination papers or course materials, whether originally authorized or not. Plagiarism – The use and appropriation of another’s work without any indication of the source and the representation of such work as the student’s own. Any student who fails to give credit for ideas, expressions or materials taken from another source, including internet sources, is responsible for plagiarism.

### CLASS SCHEDULE

The following course schedule is tentative and **is subject to change.**

**Personal Empowerment in the Hospitality Industry**

_Read these assignments before you come to class._

<table>
<thead>
<tr>
<th>Week &amp; Date</th>
<th>Topic</th>
<th>Readings</th>
<th>Outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td>1–</td>
<td>Introduction to Personal Empowerment – Understanding Management of Self in Business and Personal Relationships</td>
<td>Rao – Chapter 1 – An Ideal Life</td>
<td>Review of all outcomes</td>
</tr>
<tr>
<td>2–</td>
<td>Individual Values and Human Needs</td>
<td>DeMartini, Ph.D. Ch. 3 “What is Most Important to You?”</td>
<td>Global Awareness #1</td>
</tr>
<tr>
<td>3 –</td>
<td>Judgment and Personal Power</td>
<td>Ray &amp; Meyers – Creativity in Business - Ch. 3 Destroy Judgment, Create Curiosity</td>
<td>Global Perspective #1</td>
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<td>4 –</td>
<td>The Power of the Brain</td>
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<td>5 –</td>
<td>How Consciousness and Attention Affect Management Effectiveness</td>
<td>Ray &amp; Meyers – Creativity in Business - Ch. 4 Pay Attention: Sense, Look and Listen in Business</td>
<td>Global Perspective #2</td>
</tr>
<tr>
<td>6 –</td>
<td>The Conscious Use of Thoughts and Your Personal/Professional Development</td>
<td>Rao – Chapter 3 - It is Mental Chatter and it is Real!</td>
<td>Global Awareness #3</td>
</tr>
<tr>
<td>7 –</td>
<td>Beliefs and Identities: Challenges and Opportunities</td>
<td>Lipton – Chapter 5 – Biology and Belief</td>
<td>Global Awareness #2</td>
</tr>
<tr>
<td>8 –</td>
<td>Clarity and Personal/Professional Purpose</td>
<td>Rao – Chapter 3 – Your “Me-Centered Universe” Creates the Stress in your Life</td>
<td>Global Perspective #2</td>
</tr>
<tr>
<td>9 –</td>
<td>Emotions and Culture</td>
<td>Emmerling, Shanwal, &amp; Mandal - Chapter 7 - Emotional Intelligence- a Universal or a Culture-specific construct?</td>
<td>Global Perspective #3</td>
</tr>
<tr>
<td>10 –</td>
<td>Emotional Intelligence in the Global Workplace</td>
<td>Emmerling, Shanwal, &amp; Mandal - Chapter 5 - Toward an Applied Science of Emotional Intelligence in the Global Workplace: Key Issues and Challenges</td>
<td>Global Perspective #1</td>
</tr>
<tr>
<td>11 –</td>
<td>Putting your Emotional Power to Work in the Workplace When Working in Teams</td>
<td>Emmerling, Shanwal, &amp; Mandal - Chapter 3 - The Cascading Impact of Culture: Group Emotional Competence (GEC) as a Cultural Resource; pp. 39-53</td>
<td>Global perspective #3 Global Engagement #3</td>
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<tr>
<td>12 -</td>
<td>The Key to Interpersonal Success</td>
<td>Zander &amp; Zander – Chapter 3 Giving an A</td>
<td>Global Engagement #1 and #2</td>
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<td></td>
<td>Preparing for What is Inevitable: Your Personal Empowerment and Professional/Personal Success!</td>
<td>Zander &amp; Zander – Chapter 11 Creating Frameworks for Possibility</td>
<td>Global Engagement #1</td>
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<tr>
<td>15-</td>
<td>Life and Business Plan Presentations</td>
<td>All outcomes</td>
<td>Global Engagement #2 and 3</td>
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</tbody>
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