



KAUTILYA SCHOOL OF PUBLIC POLICY

GITAM (Deemed to be University)
Rudraram, Patancheru Mandal
Hyderabad, Telangana 502329

Course Code: PPOL6051	Course Title: Interpersonal Dynamics	
Trimester: 4 /1	Course Type: Elective	Credits: 3
Home Program(s): MPP	Batch/Academic Year: 2022-2024/2023-2025	
Course Lead: Dr. Garry A. Dexter	Assigned T/RA: Ms. Shivangi Sharma	

Course Description

This course requires significant time and effort. Please read all this document before completing your prequalification application, and review again before our first class. ***Enrollment in this class represents a commitment to abide by its terms.*** Class sessions will be composed of lecture, discussion and participation in small group activities where you will be expected to contribute by sharing yourself with your peers. Unique to the class is the use of “T-groups” during an extended offsite retreat for 4 days in October. T-groups are further explained in the reading but are an opportunity for you to interact closely with eleven of your peers using self-disclosure and engaging in feedback conversations. Two facilitators will work with your T-group, and a reading coach will comment on portions of your written work. Our facilitation team is committed to helping you learn, but responsibility for your learning rests with you, not us. The amount you take away from this course rests heavily on your willingness to share more of yourself to create greater trust, your openness to hearing information from others about the impact of your behavior on them, and your ability to reflect upon all this.

As a staff, our aim is to build toward those conditions in the classroom and your T- group that will most serve your learning. We will work with you to establish a group sense of safety and trust, which fosters an individual willingness to express vulnerabilities, support others in doing so, and draw learning from unpacking exchanges. This experiential learning process can increase self-awareness, skills, insights about others, and interpersonal dynamics.

My colleagues and I will be open to your feedback throughout the course. Please share input for your facilitators and reading coach with them directly in T-Group or via your written work, respectively. In addition, don't hesitate to contact me anytime via email if you have feedback or concerns or if it would be helpful to discuss your experience in the course.

Course Objectives

1. To learn how to build more open, effective, and rewarding relationships.
2. To identify and pursue personal learning goals aimed at improving interpersonal communications.
3. To "learn how to learn" and develop self through ongoing disclosure and reflection.
4. To learn the art of giving and taking feedback.
5. To learn and develop spirit of working in teams

Course Outcomes

1. This course will help students develop their communication skills and foster meaningful interpersonal relations.
2. Students apply these skills in real-world scenarios using interpersonal communication skills and techniques.
3. Students will be able to give and take constructive feedback more effectively.
4. Students will be able to identify and set goals for themselves for personal development.

Course Schedule

Unit I	Sessions: 1	Introduction
Getting to know each other, learning from experience, Setting course goals Experiential Learning Cycle		
Unit II	Sessions: 2	Being Known
Exploring “appropriate authenticity” and the benefits of self-disclosure: will explore how leaders use self-disclosure to connect with others. We’ll ask: How is self-disclosure the same or different in our work and personal lives? What are the costs and benefits of sharing more or less of ourselves? We will work in small groups for most of this session to practice self-disclosure choices that might serve you and deepen your relationships with others in the future.		
Unit III	Sessions: 1	Engaging in Feeling-Based Feedback
Understanding and practicing the parts of effective feedback conversations In this class, we will focus on critical skills needed to improve our communication with others and form trios that will practice role-playing the giving and receiving of feedback.		
Unit IV	Sessions: 2	Connecting across differences (and Retreat Preparation)

<p>Social identity formation, awareness, and impact on interpersonal interactions: Power differences between social groups can generate bias (both conscious and unconscious), discrimination, and unearned advantages. When we increase awareness of these dynamics and understand how they might impact interpersonal exchanges, we create opportunities to act in ways that align with personal values rather than societal beliefs or practices. The following materials describe ways societal biases can influence social identities and cause distance between members of different groups. Appreciating differences in perspective and experience can reveal patterns of overcoming these polarizing dynamics. Preparation for the Retreat The Interpersonal Dynamics Offsite Retreat</p>		
Unit V	Sessions 16	The Interpersonal Dynamics Offsite Retreat
T-Group based sessions and Community sessions		
Unit VI	Sessions: 1	Integration
<p>In this class, we will use the opportunity to reconnect now that the retreat is over. Then, looking to the future, we'll examine how deepening our capacity to forgive can help us stay connected with others even in the face of the inevitable roadblocks that build up in all relationships. Return From our Retreat</p>		
Unit VII	Sessions: 1	Application
<p>Our final class will be an opportunity to: Examine how mutuality and assertiveness build influence with others Reflect on what you've learned and how you want to carry your learning forward</p>		

Readings

- Dexter, G. 2023. In: *Interpersonal Dynamics Reader Second Edition*, Stanford University.
- Companies Don't Go Global, People Do by Cliffe, S. (2015). *Harvard Business Review*, pp. 82–85.
- Segal, M., *Reading Book for Human Relations Training*, 8th Edition. 1999. pp. 305-306.

Watch

- Are You Willing to Feel Your Feelings? Conscious Leadership Group.
<https://conscious.is/video/are-you-willing-to-feel-your-feelings>
- The Science of Receiving Feedback YouTube – Heen - Big Think Mentor:
<https://www.youtube.com/watch?v=wnojHbEBGqU>
- Stereotype Threat: A Conversation with Claude Steele:
<https://www.youtube.com/watch?v=failylRONrY5>
- Tips for Being an Ally, by Ramsey F. (2015):
5 Tips for Being an Ally.