

COURSE SYLLABUS



COURSE TITLE:	BUS 480 Advanced Business Strategy
CLASS SECTION:	Section B01 (Wednesdays 2:30PM-5:20PM, CHW 350)
TERM:	Fall 2022
COURSE CREDITS:	3 credits
DELIVERY METHOD(S):	Blended, Face to Face/Online

Camosun College campuses are located on the traditional territories of the Ləkʷəŋən and W̱SÁNEĆ peoples. We acknowledge their welcome and graciousness to the students who seek knowledge here. Learn more about Camosun's [Territorial Acknowledgement](#).

For COVID-19 information please visit <https://camosun.ca/about/covid-19-updates>.

Camosun College requires mandatory attendance for the first class meeting of each course. If you do not attend, and do not provide your instructor with a reasonable explanation in advance, you will be removed from the course and the space offered to the next waitlisted student.

INSTRUCTOR DETAILS

NAME:	Dr. Laura Gover-Basar
EMAIL:	gover-basarl@camosun.ca
OFFICE:	CBA 230 or Online
HOURS:	Tuesdays & Wednesdays 1:15PM-2:15PM or by appointment (email for appointment)

As your course instructor, I endeavour to provide an inclusive learning environment. However, if you experience barriers to learning in this course, do not hesitate to discuss them with me. Camosun College is committed to identifying and removing institutional and social barriers that prevent access and impede success.

CALENDAR DESCRIPTION

Students will integrate all functional disciplines covered in the Bachelor of Business Administration and Post Degree Diploma programs within the context of strategic management. Using the case method, students will make strategic decisions that mirror the challenges faced by top-level managers. This course engages students in classroom discussions and online forums.

PREREQUISITE(S): 4th Year BBA or PDD Tourism and Hospitality Management or PDD Business Administration

COURSE LEARNING OUTCOMES / OBJECTIVES

Upon successful completion of this course, you will be able to:

- Demonstrate an understanding of strategic planning and analysis as it applies to short and long-term decision making.
- Apply a range of theoretical tools to analyze both a company's external and internal environments including resources and intellectual capital.
- Evaluate and interpret a company's corporate-, business-, and functional-level strategies and develop recommendations that are consistent with an organization's strategic approach.
- Assess organizational situations and make recommendations using a range of analytical tools and techniques.
- Examine current issues in strategy.
- Develop and improve case analysis and report writing skills.
- Develop interpersonal and communication skills that prepare students to act effectively in a range of practical business situations.

REQUIRED MATERIALS & RECOMMENDED PREPARATION / INFORMATION

Required Textbook:

- Crossan, M. M., Rouse, M. J., Rowe W. G., & Maurer, C. C.(2022). *Strategic Analysis and Action - Tenth Edition*. Pearson: Toronto.
 - Available for purchase online [here](#)
 - Please note that the Tenth edition is available as a digital book only. The Ninth Edition of this book (published in 2016) is available in hardcopy format and would also be ok for use in this course.

Required Coursepack (Case Studies):

- There are three(3) case studies that are required readings for this course
 - All three(3) can be purchased and downloaded together from Ivey Publishing here: <https://www.iveypublishing.ca/s/ivey-coursepack/a1R5c00000E8t4OEAR>
 - Cost is \$14.85 and includes the three required case studies for this course

Any Additional required readings are provided on D2L.

EVALUATION OF LEARNING

DESCRIPTION	DUE	WEIGHTING
INDIVIDUAL WORK		60%
<input type="checkbox"/> End of Course Reflection (20%)	Week 14	20%
<input type="checkbox"/> Class Preparation Discussion Post (9 @ 4%)	Ongoing (Weeks 2-10)	36%
<input type="checkbox"/> Team Meeting Engagement	Week 11 or 13	2%
<input type="checkbox"/> Seminar Engagement and Feedback	Week 12 and 14	2%
TEAM PROJECT WORK		40%
<input type="checkbox"/> Team Contract	Week 5	5%
<input type="checkbox"/> Team Discussion Posts (5 @ 4%)	Ongoing (Weeks 6-10)	20%
<input type="checkbox"/> Team Led Seminar	Week 12 or 14	15%
<input type="checkbox"/> Self/Peer Evaluation	Week 12 or 14	~
	TOTAL	100%

If you have a concern about a grade you have received for an evaluation, please come and see me as soon as possible. Refer to the [Grade Review and Appeals](http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.14.pdf) policy for more information.

<http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.14.pdf>

INDIVIDUAL WORK (60%)

The critical role of ongoing preparation before class and in-class engagement is considered in the assessment mix for this course. This portion of your grade has four components, detailed below:

- **Class Preparation Discussion Posts (36%):** Prior to our in-person sessions each week, you will complete a brief individual discussion post (two to three sentences). Detailed instructions will be provided for each Discussion Topic in D2L. Discussions will involve cases and questions where you will apply course concepts that you have read about in the assigned textbook prereading to the assigned prereading case for that week (see Course Schedule for assigned readings). During our weekly in-person session, you will share your post with other students and continue the discussions. These initial preparation posts are graded as complete or incomplete (i.e., pass/fail) based on demonstrating familiarity with the assigned prereading (textbook and case study). There are nine preparation posts in total and each post is worth 4% of your final grade. To be eligible for full marks for a Class Prep Post, class attendance is required. If you are unable to attend a scheduled class due to extenuating circumstances please contact the instructor before the scheduled class to request alternate accommodations.

- **End of Course Reflection Paper (20%):** This individual provides you with an opportunity to delve more deeply into certain course topics. There are two parts to this assignment. In Part 1, you will identify and discuss key learnings from two of the required course case studies and in Part 2 you will identify and assess your personal key takeaways from one of the articles about alternative perspectives on Strategic Management. The grading rubrics and additional details/expectations for this assignment is available on D2L. Use these grading rubrics as a key guideline for preparing your assignments.
- **Team Meeting Engagement (2%):** In Weeks 11 and 13 of the course, scheduled class time will be used to facilitate mandatory meetings between each team and the instructor. The goal of these meetings is to review progress to date on the Team Led Seminar and identify opportunities for strengthening the seminar before it is presented. Each team will meet with the instructor for 20-30 minutes. All team members are expected to be present for this meeting. If you are unable to attend the meeting due to extenuating circumstances please contact your team and the instructor before the scheduled meeting.
- **Seminar Engagement (2%):** In Weeks 12 and 14, teams will facilitate their seminars in class. Audience attendance and engagement is critical to the success of these seminars. This portion of the grade is split across the two weeks (i.e. 1% for attending Week 12 seminars and 1% for attending Week 14 seminars). If you are unable to attend any seminars to extenuating circumstances please contact your the instructor before the scheduled class to discuss alternate accommodations.

TEAM PROJECT (40%)

Student teams will be created in class (see Course Schedule). Each student team will focus on one organization to research and critically assess using strategic management concepts and frameworks. The team will take the position of management consultants to the chosen organization. This portion of your grade has four components, detailed below.

- **Team Contract (5%):** All teams will need to submit a team contract that outlines their team member roles, team norms, communication mode and a brief plan for how they will complete the major team project deliverables. A template for this is available on D2L.
- **Team Discussion Posts (20%):** Each week (Weeks 6-10), your team will complete one team discussion post that applies key concepts covered in the previous class to your selected organization. Detailed instructions will be provided for each Discussion Topic in D2L. The expectation is that these team posts are generated through team discussion and debate in a team synchronous meeting. These team posts will be graded according to the Team Post Rubric available on D2L. Use this grading rubric as a key guideline for preparing your team post. The grading rubric considers both your team's understanding of relevant course concepts and your team's ability to apply these concepts to your selected organization based on information that you are able to access about your organization, and your team process. This critical analysis relies significantly on the ability to collect and assess relevant secondary sources on the organization's internal and external environment. All secondary sources must be cited.
- **Team Led Seminar (15%):** In Weeks 12 and 14, each team will lead an interactive seminar with the class. This seminar is the team's opportunity to effectively synthesize and present verbally and visually the key ideas developed in their discussion posts as if they were speaking directly to the senior managers at the organization studied. The purpose of this seminar is to critically analyze strategic management activities for your organization (i.e. the client) and provide recommendations for action. These team led seminars will be graded according to the Team Seminar Rubric available on D2L. Use this grading rubric as a key guideline for preparing your team presentation.
- **Peer/Self Review:** After the Team Project is completed, students will complete a peer/self-evaluation which includes qualitative feedback (i.e., written comments) and quantitative ratings (i.e., numerical evaluations) of team members' contributions. While there are no marks for this exercise, there will be a penalty for failure to submit by due date. Results from this Peer/Self Review will be used to calculate individual grades for the team project in instances where contributions differed among team members or for lack of submission. See D2L for a copy of the Peer/Self Review form.

COURSE SCHEDULE, TOPICS, AND ASSOCIATED PREPARATION / ACTIVITY / EVALUATION

Week	Topics	Prereading	Dates	Team Deadlines	Individual Deadlines
<u>W1</u>	Welcome to BUS 480! → Course overview	<i>Course Outline</i>	Tues Sept 6		
<u>W2</u>	Strategy and the General Manager	<i>Chapter 1 DoorDash Case</i>	Tues Sept 13		Class Prep Post due 2pm
<u>W3</u>	The Four Components of Strategy	<i>Chapter 2 DoorDash Case</i>	Tues Sept 20		Class Prep Post due 2pm
<u>W4</u>	Introduction to the Diamond-E Framework → Teams are formed	<i>Chapter 3 DoorDash Case</i>	Tues Sept 27		Class Prep Post due 2pm
<u>W5</u>	Environmental Analysis and the Strategy-Environment Linkage	<i>Chapters 4 & 5 Cheekbone Beauty Case</i>	Tues Oct 4	Team Contract due 2pm	Class Prep Post due 2pm
<u>W6</u>	The Strategy-Resource Linkage	<i>Chapter 6 Cheekbone Beauty Case</i>	Tues Oct 11	Team Post #1 due 2pm	Class Prep Post due 2pm
<u>W7</u>	The Strategy – Management Preferences Linkage	<i>Chapter 7 Cheekbone Beauty Case</i>	Tues Oct 18	Team Post #2 due 2pm	Class Prep Post due 2pm
<u>W8</u>	The Strategy-Organization Linkage	<i>Chapter 8 iQmetrix Case</i>	Tues Oct 25	Team Post #3 due 2pm	Class Prep Post due 2pm
<u>W9</u>	Evaluating Strategic Alternatives	<i>Chapter 9 iQmetrix Case</i>	Tues Nov 1	Team Post #4 due 2pm	Class Prep Post due 2pm
<u>W10</u>	Strategy Execution	<i>Chapters 10 & 11 iQmetrix Case</i>	Tues Nov 8	Team Post #5 due 2pm	Class Prep Post due 2pm
<u>W11</u>	Team Meetings (Teams 1-4)		Tues Nov 15		Team Meeting Engagement (Teams 1-4)
<u>W12</u>	Team Project Seminars 1-4		Tues Nov 22	Team Seminars	Team Seminar Engagement
<u>W13</u>	Team Meetings (Teams 5-8)		Tues Nov 29		Team Meeting Engagement (Teams 5-8)
<u>W14</u>	Team Project Seminars 5-8		Tues Dec 6	Team Seminars	Team Seminar Engagement
			Fri Dec 9		Reflection Paper due 2pm

*Please take note of deadline dates. **Class is on Wednesdays** but most **deadlines are on Tuesdays** to ensure work is complete (and can be reviewed by instructor) prior to meeting for our in-class session.

The above schedule and course components are subject to change with reasonable advance notice, as Students registered with the Centre for Accessible Learning (CAL) who complete quizzes, tests, and exams with academic accommodations have booking procedures and deadlines with CAL where advanced noticed is required. Deadlines can be reviewed on the [CAL exams page](http://camosun.ca/services/accessible-learning/exams.html)(<http://camosun.ca/services/accessible-learning/exams.html>).

COURSE GUIDELINES & EXPECTATIONS

Assignment formatting. The School of Business uses APA 7 style for formatting assignments and citing references. Proper citations and formatting using APA style will be required. See Camosun College citation guides: <http://camosun.ca.libguides.com/apa7>

- Where required by your instructor, submit all assignments into the D2L assignments by your last name.
- In text citations for quotes, paraphrasing, and references must be consistent with APA standards.
- Grammar, spelling, style and APA formatting, citations and referencing will be assessed in your mark.
- All submitted work must be properly referenced to sources where required by your instructor.
- Unless otherwise specified, you are to submit your own work, any work collaborated (unless permitted by the course) will be considered in violation of the College's Academic Integrity Policy. See Camosun's (2021) policy at: <https://legacy.camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.13.pdf>.

Acts of academic dishonesty include, but are not limited to:

- Using the exact words of a published or unpublished author without quotation marks and without referencing the source of these words.
- Duplicating a table, graph, or diagram, in whole or in part, without referencing the source.
- Paraphrasing the ideas of another person, whether written or verbal, without referencing the source.
- Providing answers to another student in any test, examination, or take-home assignment.
- Taking any unauthorized materials into an examination or test.
- Submitting the same paper or portions thereof for more than one assignment in different courses without the instructor's permission.
- If you are uncertain or have any questions regarding academic integrity, please do not hesitate to discuss these with your instructor.**

SCHOOL OR DEPARTMENTAL INFORMATION

The School of Business is committed to promoting competence, professionalism and integrity in our students and developing their core skills to succeed throughout their academic programs and in their careers. The purpose of these guidelines is to provide clear expectations of appropriate academic conduct and to establish processes for discipline in appropriate circumstances. It is your responsibility to become familiar with the content and the consequences of academic dishonesty.

Deadlines, exams, and assignments. You must submit your assignments on the due date or as announced. A grade of zero will be assigned to late submissions. There are no additional assignments or make-up exams of any kind if you performed poorly on an assignment.

- a. Students registered through the [Centre for Accessible Learning \(CAL\)](#) should discuss timelines with their instructors at the beginning of each semester.
- b. Medical notes must be dated, signed, and be written on letterhead or prescription paper imprinted with the physician's name and address. Notes are accepted from Physician (GP or medical specialist), Nurse Practitioner, Psychiatrist, Psychologist, Counsellor and Aboriginal Elder. Electronic notes will not be accepted. Medical documentation must be received as soon as reasonably possible.

STUDENT RESPONSIBILITY

Enrolment at Camosun assumes that the student will become a responsible member of the College community. As such, each student will display a positive work ethic, assist in the preservation of College property, and assume responsibility for their education by researching academic requirements and policies; demonstrating courtesy and respect toward others; and respecting expectations concerning attendance, assignments, deadlines, and appointments.

SUPPORTS AND SERVICES FOR STUDENTS

Camosun College offers a number of services to help you succeed in and out of the classroom. For a detailed overview of the supports and services visit <http://camosun.ca/students/>.

Support Service	Website
Academic Advising	http://camosun.ca/advising
Accessible Learning	http://camosun.ca/accessible-learning
Counselling	http://camosun.ca/counselling
Career Services	http://camosun.ca/coop
Financial Aid and Awards	http://camosun.ca/financialaid
Help Centres (Math/English/Science)	http://camosun.ca/help-centres
Indigenous Student Support	http://camosun.ca/indigenous
International Student Support	http://camosun.ca/international/
Learning Skills	http://camosun.ca/learningskills
Library	http://camosun.ca/services/library/
Office of Student Support	http://camosun.ca/oss
Ombudsperson	http://camosun.ca/ombuds
Registration	http://camosun.ca/registration
Technology Support	http://camosun.ca/its
Writing Centre	http://camosun.ca/writing-centre

If you have a mental health concern, please contact Counselling to arrange an appointment as soon as possible. Counselling sessions are available at both campuses during business hours. If you need urgent support after-hours, please contact the Vancouver Island Crisis Line at 1-888-494-3888 or call 911.

COLLEGE-WIDE POLICIES, PROCEDURES, REQUIREMENTS, AND STANDARDS

Academic Accommodations for Students with Disabilities

The College is committed to providing appropriate and reasonable academic accommodations to students with disabilities (i.e. physical, depression, learning, etc). If you have a disability, the [Centre for Accessible Learning](http://camosun.ca/services/accessible-learning/) (CAL) can help you document your needs, and where disability-related barriers to access in your courses exist, create an accommodation plan. By making a plan through CAL, you can ensure you have the appropriate academic accommodations you need without disclosing your diagnosis or condition to course instructors. Please visit the CAL website for contacts and to learn how to get started:

<http://camosun.ca/services/accessible-learning/>

Academic Integrity

Students are expected to comply with all College policy regarding academic integrity; which is about honest and ethical behaviour in your education journey. The following guide is designed to help you understand your responsibilities: <https://camosun.libguides.com/academicintegrity/welcome>

Please visit <http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.13.pdf> for Camosun's Academic Integrity policy and details for addressing and resolving matters of academic misconduct.

Academic Progress

Please visit https://www.camosun.ca/sites/default/files/2021-05/e-1.1_0.pdf for further details on how Camosun College monitors students' academic progress and what steps can be taken if a student is at risk of not meeting the College's academic progress standards.

Course Withdrawals Policy

Please visit <http://camosun.ca/about/policies/education-academic/e-2-student-services-and-support/e-2.2.pdf> for further details about course withdrawals. For deadline for fees, course drop dates, and tuition refund, please visit <http://camosun.ca/learn/fees/#deadlines>.

Grading Policy

Please visit <http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.5.pdf> for further details about grading.

Grade Review and Appeals

Please visit <http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.14.pdf> for policy relating to requests for review and appeal of grades.

Mandatory Attendance for First Class Meeting of Each Course

Camosun College requires mandatory attendance for the first class meeting of each course. If you do not attend, and do not provide your instructor with a reasonable reason in advance, you will be removed from the course and the space offered to the next waitlisted student. For more information, please see the "Attendance" section under "Registration Policies and Procedures" (<http://camosun.ca/learn/calendar/current/procedures.html>) and the Grading Policy at <http://camosun.ca/about/policies/education-academic/e-1-programming-and-instruction/e-1.5.pdf>.

Medical / Compassionate Withdrawals

Students who are incapacitated and unable to complete or succeed in their studies by virtue of serious and demonstrated exceptional circumstances may be eligible for a medical/compassionate withdrawal. Please visit <http://camosun.ca/about/policies/education-academic/e-2-student-services-and-support/e-2.8.pdf> to learn more about the process involved in a medical/compassionate withdrawal.

Sexual Violence and Misconduct

Camosun is committed to creating a campus culture of safety, respect, and consent. Camosun's Office of Student Support is responsible for offering support to students impacted by sexual violence. Regardless of when or where the sexual violence or misconduct occurred, students can access support at Camosun. The Office of Student Support will make sure students have a safe and private place to talk and will help them understand what supports are available and their options for next steps. The Office of Student Support respects a student's right to choose what is right for them. For more information see Camosun's Sexualized Violence and Misconduct Policy: <http://www.camosun.ca/sites/default/files/2021-05/e-2.9.pdf> and camosun.ca/sexual-violence. To contact the Office of Student Support: oss@camosun.ca or by phone: 250-370-3046 or 250-370-3841

Student Misconduct (Non-Academic)

Camosun College is committed to building the academic competency of all students, seeks to empower students to become agents of their own learning, and promotes academic belonging for everyone. Camosun also expects that all students to conduct themselves in a manner that contributes to a positive, supportive, and safe learning environment. Please review Camosun College's Student Misconduct Policy at <http://camosun.ca/about/policies/education-academic/e-2-student-services-and-support/e-2.5.pdf> to understand the College's expectations of academic integrity and student behavioural conduct.

Looking for other policies?

The full suite of College policies and directives can be found here: <https://camosun.ca/about/camosun-college-policies-and-directives>

Changes to this Syllabus: Every effort has been made to ensure that information in this syllabus is accurate at the time of publication. The College reserves the right to change courses if it becomes necessary so that course content remains relevant. In such cases, the instructor will give the students clear and timely notice of the changes.