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Refer to guidance notes for completion of each section of the specification.

Module Code:	BUS487
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Module Title:	Change Management and Organisational Change
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Level:	4	Credit Value:	20
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Cost Centre(s):	GDZB	HECoS code:	100078
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Faculty:	SLS	Module Leader:	Gaenor Roberts
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Scheduled learning and teaching hours	32 hrs
Placement tutor support	0hrs
Supervised learning eg practical classes, workshops	4 hrs
Project supervision (level 6 projects and dissertation modules only)	0 hrs
Total contact hours	36 hrs
Placement / work based learning	0 hrs
Guided independent study	164 hrs
Module duration (total hours)	200 hrs

Programme(s) in which to be offered (not including exit awards)	Core	Option
Programme(s) in which to be offered (not including exit awards) Standalone module Affiliated to BA(Hons) Business for QAA purposes	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Pre-requisites
None

Office use only		
Initial approval:	08/10/2020	Version no: 1
With effect from:	08/10/2020	
Date and details of revision:		Version no:

Module Aims

The overall aim of this module is to introduce students to the theory and work practices associated with the management of change and organisational change. This includes providing students with a practical toolkit and a range of techniques that can be deployed to support change efforts in an organisational setting. It also includes an understanding of the role of the self as an agent of change.

Module Learning Outcomes - at the end of this module, students will be able to

1	Describe the factors that influence the success of change efforts using a range of different theories and work practices
2	Demonstrate a knowledge of the ways in which an individual's behaviour and actions can impact upon organisational change efforts.
3	Develop a range of tools and techniques to support the diagnosis and implementation of effective change management and organisational change.
4	Evaluate the effects of change and the effectiveness of change management efforts against the planned outcomes.

Employability Skills The Wrexham Glyndŵr Graduate	I = included in module content A = included in module assessment N/A = not applicable
<i>Guidance: complete the matrix to indicate which of the following are included in the module content and/or assessment in alignment with the matrix provided in the programme specification.</i>	
CORE ATTRIBUTES	
Engaged	
Creative	
Enterprising	
Ethical	
KEY ATTITUDES	
Commitment	
Curiosity	
Resilient	
Confidence	
Adaptability	
PRACTICAL SKILLSETS	
Digital fluency	
Organisation	
Leadership and team working	
Critical thinking	
Emotional intelligence	

Employability Skills The Wrexham Glyndŵr Graduate	I = included in module content A = included in module assessment N/A = not applicable
Communication	I
Derogations	
None	

Assessment:			
Indicative Assessment Tasks:			
<p>Students will be required to complete an online discussion forum on each weekly topic. The forums will enable students to reflect and demonstrate their learning. The minimum expectation for the total word count is 2,000 words.</p>			
Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)
1	1 to 4	Learning logs/journals	100

Learning and Teaching Strategies:
<p>This module will be delivered entirely online and the learning and teaching strategies will be accessible and wide-ranging in order to cater for a diverse audience. It is anticipated that content will take the form of recorded lectures, supporting signposts to learning materials such as links to videos, a Moodle book if appropriate and further reading, asynchronous tutorials via discussion forums and live dialogic forums to stimulate thinking. Students will be expected to engage with all content.</p> <p>The delivery for the eight week short course will include:</p> <ul style="list-style-type: none"> • 1 x recorded lecture per week • Supporting signposts to learning material on Moodle, such as links to videos (e.g. TED talks), • A Moodle book if appropriate and further reading • Material to support the delivery of 6 x Asynchronous tutorials • Delivery of Dialogic forums

Syllabus outline:

Indicative topics for this module's syllabus include:

- Introduction to change management and organisational change
- Theories of change and how they inform practice
- The Use of Self as an instrument of change
- Explaining individual behaviour and actions in response to change
- Developing a change toolkit – Diagnosis
- Developing a change toolkit - Implementation
- Change management and organisational change practices
- Evaluating change and its impact on organisational outcomes

Indicative Bibliography:

Essential reading

Hodges, J. (2020) *Organization Development: How Organizations Change and Develop Effectively*. S.L.: Red Globe Pr.

Other indicative reading

Busche, R. G. and Marshak, R. J. (2015) *Dialogic Organisation Development: The Theory and Practice of Transformational Change*. EDS Publications Ltd

Cameron, E. and Green. M. (2019) *Making Sense of Change Management: A complete guide to the models, tools and techniques of organizational change*. Kogan Page

Coleman, S. and Thomas, B. (2017) *Organizational Change Explained: Case Studies on Transformational Change in Organizations*. Kogan Page

Senior, S. and Swailes (2016). *Organizational Change*. (5th Edition). FT Publishing International

Websites

<https://4iforum.com/>

<https://www.change-management-institute.com/>

<https://www.kotterinc.com/research-and-perspectives/>

<http://organisationdevelopment.org/>

<https://instituteod.com/>

<https://beingfirst.com/center/#resources>

Indicative Bibliography:

<http://jackmartinleith.com/now-to-new/>

<http://www.agilecoach.ca/>

<https://blog.walkme.com/category/change-management/>

<https://www.leadershipiq.com/blogs/leadershipiq>

<https://www.blueoceanstrategy.com/tools/>

<https://esthercameron.com/>