Wrexham Glyndŵr UNIVERSITY

MODULE SPECIFICATION PROFORMA

Module Title:	Creative Change and Innovation	**Level**:	7	**Credit Value**:	20

Module code:	BUS7AQ	**Is this a new module?**	YES	**Code of module being replaced**:	N/A

Cost Centre:	GAMP	**JACS3 code**:	N214

Trimester(s) in which to be offered:	1, 2 & 3	**With effect from:**	September 17

School:	North Wales Business School	**Module Leader:**	Dr Jan Green

Scheduled learning and teaching hours	33 hrs
Guided independent study	167 hrs
Placement	0 hrs
Module duration (total hours)	200 hrs

Programme(s) in which to be offered	Core	Option
MBA	✓	☐
MBA (International)	☐	✓
MBA (Asset Management)	☐	✓

Pre-requisites
None

MODULE SPECIFICATION PROFORMA

Module Aims
To provide a critical insight into the essential nature of change, innovation and creativity for organizational survival and growth   To encourage recognition of the organizational tensions and performance fluctuations linked to the generation and application of change and new ideas that are prominent within the route being followed by the student.

Intended Learning Outcomes
Key skills for employability

KS1	Written, oral and media communication skills
KS2	Leadership, team working and networking skills
KS3	Opportunity, creativity and problem solving skills
KS4	Information technology skills and digital literacy
KS5	Information management skills
KS6	Research skills
KS7	Intercultural and sustainability skills
KS8	Career management skills
KS9	Learning to learn (managing personal and professional development, self-management)
KS10	Numeracy

At the end of this module, students will be able to		Key Skills	
1	Critically evaluate the components of organizational change which encompass context, communication and responses	KS1	KS4
		KS2	KS5, KS6
		KS3	KS9
2	Select and apply theoretical approaches to planning organizational change	KS1	KS5
		KS3	KS6
		KS4	KS9
3	Contribute to the effective development of organizational creativity	KS1	KS4
		KS2	KS5, KS6
		KS3	KS9, KS10
4	Stimulate an innovative perspective within the workplace	KS1	KS5
		KS2	
		KS3	

Transferable/key skills and other attributes
Decision making

Derogations
None

Assessment:					
Assessment 1: may involve a business/management scenario (or student's own organization which would clearly reflect the individual pathway chosen by the student) that would benefit from organizational change procedures to improve overall performance and effectiveness Assessment 2: a presentation of individual/group ideas to demonstrate innovative ways in which disruption and creativity may enhance organizational culture, processes and outcomes, drawn from a perspective which endorses the programme pathway/s of the group.					
Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)	Duration (if exam)	Word count (or equivalent if appropriate)
1	1, 2	Case Study	50%		2500
2	3, 4	Presentation	50%	20 mins, 10 mins questions	

Learning and Teaching Strategies:
The teaching strategy provides opportunities for students to learn through the use and analysis of information to reach informed decisions that are influential, effectively communicated to demonstrate a professional and independent approach with leadership acumen. Examples from business practice and media reports, which illustrate all pathways, will be utilised to support theoretical learning and encourage both critical questioning, individual judgement and proposals for solutions in complex situations; with the intention of providing an environment for application, reflection and potential business outcomes.

Syllabus outline:
Landscapes of Change The Processes of Change People and Change Change Management Models Promoting New Ideas at Work Enabling Creative Processes Forms and levels of Innovation Disruptive Innovation

Bibliography:
Essential reading
Dawson, P. and Andriopoulos, C. (2017) Managing Change, Creativity & Innovation, 3rd Edn. Sage Publications, London.
Other indicative reading
Cawsey, T.F., Deszca, G., and Ingols, C. (2015) Organizational Change, 3rd Edn., Sage Publications, London. Fagerberg, J., Martin, B.R. and Anderson,E.S. (2013) Innovation Studies, Oxford University Press, Oxford. Harvard Business Essentials (2003) Managing Creativity and Innovation. Harvard Business School Press, Boston, MA. Henry, J. (2007) Creative Management and Development, 3rd Edn., Sage Publications, London. Hodges, J. and Gill, R. (2015) Sustaining Change in Organizations, Sage Publications, London Jabri. M. (2017) Managing Organizational Change: Process, Social Construction and Dialogue, 2nd Edn., Sage Publications, London. Maital, S., Seshadri, D.V.R. (2012) Innovation Management, Sage Publications, London. McCalman, J., Paton, R.A. and Siebert, S. (2015) Change Management, 4th Edn., Sage Publications, London. Journals: Development and Learning in Organizations European Journal of Innovation Management Facilities Journal of Accounting and Organizational Change Journal of Innovation Management Journal of Knowledge Management Journal of Management Development Journal of Organizational Change Management The Innovation Journal Website: www.christenseninstitute.org – disruptive innovation