

Module specification

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

Module code	BUS7B28
Module title	Creative Change and Innovation
Level	7
Credit value	15
Faculty	SLS
Module Leader	Dr Sara Fisher
HECoS Code	100813
Cost Code	GABP

Programmes in which module to be offered

Programme title	Is the module core or option for this programme
MBA	Core

Pre-requisites

A first degree and appropriate work experience

Breakdown of module hours

Learning and teaching hours	15 hrs
Placement tutor support	0 hrs
Supervised learning e.g. practical classes, workshops	0 hrs
Project supervision (level 6 projects and dissertation modules only)	0 hrs
Total active learning and teaching hours	15 hrs
Placement / work based learning	0 hrs
Guided independent study	135 hrs
Module duration (total hours)	150 hrs

For office use only	
Initial approval date	29/06/2021
With effect from date	01/07/2021
Date and details of revision	
Version number	1

Module aims

To provide a critical insight into the enduring nature of change 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

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

1	Design and operationalise a change management model from a critical perspective
2	Critically evaluate the impact of organizational change on people and propose solutions to the way this can be managed
3	Contribute to the introduction and effective development of organizational creativity

Assessment

Indicative Assessment Tasks:

This section outlines the type of assessment task the student will be expected to complete as part of the module. More details will be made available in the relevant academic year module handbook.

Assessment 1 will be a vlogging presentation discussing change management models and their application to change scenarios. (Word count 1000)

Assessment 2 will be a report that will assess a change or transition in an organisation. Students will be asked to critically analyse the change, its impact on the work place and then provide suggestions of the implementation of creative initiatives to improve business performance and practises. (Word count 2400)

Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)
1	1	Presentation	30
2	2, 3	Written Assignment	70

Derogations

None

Learning and Teaching Strategies

The learning and teaching strategy will consist of formal lectures to present theory, principles and practices which will form the foundation of the learning outcomes. Students will be encouraged to interact and contribute as a means of developing critical skills. Tutorials will be activity based using real world case studies and live examples to apply the theory into practice and develop their decision making and evaluating skills. In addition, students will be encouraged to undertake self-directed study and further research on selected topics to acquire additional perspectives which will provide them with a deeper understanding of the topics covered.

Indicative Syllabus Outline

Landscape and process of Change
People and Change
Change Management Models
Promoting New Ideas at Work
Encouraging Creative Processes
Forms and levels of Innovation

Indicative Bibliography:

Please note the essential reads and other indicative reading are subject to annual review and update.

Essential Reads

Dawson, P. and Andriopoulos, C. (2017) *Managing Change, Creativity & Innovation*, 3rd Edn. Sage Publications, London.

Other indicative reading

Jabri, M. (2017) *Managing Organizational Change* (2nd Edition), Red Globe Press, Basingstoke

Puccio, G.J, Cabra, J.F. and Schwagler, N. (2018) *Organizational Creativity*, Sage Publications, Thousand Oaks

Journals:

Employability skills – the Glyndŵr Graduate

Each module and programme is designed to cover core Glyndŵr Graduate Attributes with the aim that each Graduate will leave Glyndŵr having achieved key employability skills as part of their study. The following attributes will be covered within this module either through the content or as part of the assessment. The programme is designed to cover all attributes and each module may cover different areas. [Click here to read more about the Glyndwr Graduate attributes](#)

Core Attributes

Engaged
Enterprising
Creative
Ethical

Key Attitudes

Commitment
Curiosity
Resilience
Confidence
Adaptability

Practical Skillsets

Digital Fluency
Organisation
Leadership and Team working
Critical Thinking
Emotional Intelligence
Communication