

<b>Module Code:</b>	BUS7B3
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<b>Module Title:</b>	Creative Change and Innovation
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<b>Level:</b>	7	<b>Credit Value:</b>	15
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<b>Cost Centre(s):</b>	GABP	<u>JACS3</u> code:	N214
		<u>HECoS</u> code:	100813

<b>Faculty</b>	SSALS	<b>Module Leader:</b>	Emma Taylor
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Scheduled learning and teaching hours	15 hrs
Guided independent study	135 hrs
Placement	0 hrs
<b>Module duration (total hours)</b>	<b>150 hrs</b>

<b>Programme(s) in which to be offered (not including exit awards)</b>	Core	Option
MBA	✓	<input type="checkbox"/>

<b>Pre-requisites</b>
A first degree and appropriate work experience

**Office use only**

Initial approval: 30/01/2020  
 With effect from: 01/09/2020  
 Date and details of revision:

Version no: 1  
  
 Version no:

**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

**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

<b>At the end of this module, students will be able to</b>		<b>Key Skills</b>	
1	Design and operationalise a change management model from a critical perspective	KS1, KS2	KS5
		KS3	KS6
		KS4	KS9
2	Critically evaluate the impact of organizational change on people and propose solutions to the way this can be managed	KS1, KS2	KS5
		KS3	KS6
		KS4	KS9
3	Contribute to the introduction and effective development of organizational creativity	KS1, KS2	KS5
		KS3	KS6
		KS4	KS9

**Transferable skills and other attributes**

Change management, change leadership, problem solving, decision making

**Derogations**

*None*

**Assessment:**

## Indicative Assessment Tasks:

Assessment 1 will be a poster presentation of the selected change management model/s and application

Assessment 2 takes the form of a learning log which could incorporate ways in which change and transition are experienced and the impact within the work place

Assessment 3 encourages students to report on ways in which creative practice influences business performance and practices

Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)	Duration or Word count (or equivalent if appropriate)
1	1	Poster Presentation	35%	1050
2	2	Learning logs/journals	20%	900
3	3	Report	45%	1350

**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.

**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

<b>Indicative Bibliography:</b>
<b>Essential reading</b>
Dawson, P. and Andriopoulos, C. (2017) <i>Managing Change, Creativity &amp; Innovation</i> , 3 <sup>rd</sup> Edn. Sage Publications, London.
<b>Other indicative reading</b>
Jabri, M. (2017) <i>Managing Organizational Change</i> (2nd Edition), Red Globe Press, Basingstoke  Puccio, G.J, Cabra, J.F. and Schwagler, N. (2018) <i>Organizational Creativity</i> , Sage Publications, Thousand Oaks  Journals:  Journal of Organizational Change Management The Journal of Creative Behaviour