

## Module specification

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Module code	BUS7B45
Module title	Creative Change and Innovation
Level	7
Credit value	20
Faculty	SLS
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	Optional Core

### Pre-requisites

None

### Breakdown of module hours

Learning and teaching hours	20 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
<b>Total active learning and teaching hours</b>	<b>20 hrs</b>
Placement / work based learning	0 hrs
Guided independent study	180 hrs

<b>Module duration (total hours)</b>	200 hrs
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<b>For office use only</b>	
Initial approval date	23/03/2022
With effect from date	01/09/2022
Date and details of revision	
Version number	1

## Module aims

To provide a critical insight into the enduring nature of change and creativity for organisational survival and growth.

To encourage recognition of the organisational 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	Critically evaluate and operationalise a change management model from a critical perspective
2	Critically evaluate the impact of organisational change on people and propose solutions to the way this can be managed
3	Contribute to the introduction and effective development of organisational 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 presentation discussing change management models and their application to change scenarios. (20 minutes, 10 minutes questions)

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 workplace and then

provide suggestions of the implementation of creative initiatives to improve business performance and practises. (Word count 3000)

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

## Derogations

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None

## Learning and Teaching Strategies

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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

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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:

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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*. 3<sup>rd</sup> ed. London: Sage Publications.

### **Other indicative reading**

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

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

### **Journals:**

Journal of Organizational Change Management

The Journal of Creative Behaviour

## **Employability skills – the Glyndŵr Graduate**

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Each module and programme are 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.

### **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