

Managing Change

Module Code:	LEM7004-C
Academic Year:	2018-19
Credit Rating:	30
School:	School of Nursing and Healthcare Leadership
Subject Area:	Leadership and Management (Health)
FHEQ Level:	FHEQ Level 7 (Masters)

Pre-requisites:

Co-requisites:

Contact Hours

Type	Hours
Lectures	12
Tutorials	24
Directed Study	264

Availability Periods

Occurrence	Location/Period
DIA	Dubai Knowledge Village / Semester 1 (Sep - Jan)
DIA	Dubai Knowledge Village / Semester 2 (Feb - May)
BDA	University of Bradford / Semester 1 (Sep - Jan)
BDB	University of Bradford / Semester 1 (Sep - Jan)
BDA	University of Bradford / Semester 2 (Feb - May)
BDB	University of Bradford / Semester 2 (Feb - May)

Module Aims

To equip students with the knowledge and tools to enable them to examine critically the ways in which change can be introduced, managed, evaluated and reviewed.

Outline Syllabus

Organisations and their changing environments; why do organisations change?
 The nature of change and organisational change; individuals, groups and open systems, frequency and magnitude of organisational change.
 Organisational development; origins and phases to a planned approach.
 Developments in change management; emerging challenges from planned to emergent change.
 Organisational culture and its impact on change. Diagnosis, models and theories of change; planning, implementing and evaluating successful and unsuccessful change.
 Frameworks for change; approaches and choices.
 Individuals and change; resistance, commitment and readiness, individual reactions to change, individual preferences, the role of the change agent, employee involvement and engagement.
 Change and knowledge management.
 Leading and managing change; the role of the leader and the manager in the change process.
 Understanding the realities of change and its impact on people and organisations.

Module Learning Outcomes

On successful completion of this module, students will be able to...

- 1
 - a. Evaluate tools used in the diagnosis of change.
 - b. Critically appraise strategies and models for managing change.
 - c. Evaluate the potential sources of resistance to change and strategies which can be used to successfully overcome them.
 - d. Critically analyse models of organisational culture and implications for managing change.
- 2
 - a. Apply a critical understanding of the nature of change and the change process.
 - b. Demonstrate the critical application of change models and tools.
- 3
 - a. Manage own learning.
 - b. Problem solve.
 - c. Communicate complex ideas.

Learning, Teaching and Assessment Strategy

LO 1a-2b are developed & achieved through series of contextualising workshops/lectures that cover key topics that will be further explored in; student-centred directed learning activities such as workshops, group seminars & student directed study using VLE.

Evidence based content will be delivered by faculty experts & students will be encouraged to identify evidence based arguments & critique these in relation to their practice.

Different methods will be used to explore subjects explored in workshops/lectures & provide students with opportunity to discuss & analyse the topics & to improve their communication & presentation skills (LO 3a & 3b).

Extensive use is made of Virtual Learning Environment & this medium is used to compliment workshops/lectures, to support students & includes relevant web-sites, documents & a range of online resources such as You-Tube clips & blogs.

Learning outcomes 1a-3c will also be addressed using directed student study, this will enable students to develop & expand their knowledge & analytical skills by undertaking guided reading, preparing for workshops & presentations in workshops.

LO 1a-3c are assessed via a summative written assessment.

Students will be able to submit work prior to the final submission date & receive formative feedback. This will allow them to submit & receive formative feedback once on detailed outline plan as well as draft of their assignment. Reviewers will sample approx 500 words of draft assignment & will provide developmental comments on aspects of writing, for style & relevant content.

Mode of Assessment

Type	Method	Description	Length	Weighting	Final Assess'
Summative	Coursework	Written assignment (4000 words)	0 hours	100%	Yes

Legacy Code (if applicable)

HH-4014T

Reading List

To view Reading List, please go to [rebus:list](#).