

TITLE	Leading business and organisational change		
CODE	UUMG8300		
LEVEL	8		
CREDITS	20		
PRE REQUISITES	None (other than specified in entry criteria)		
AIM	The purpose of this component is to develop students' abilities to lead and manage change for improved organisational performance across different New Zealand contexts. Students will also gain an understanding of how to create a sustainable organisation. The course will help practising managers to build skills and demonstrated competence in applying high level theoretical change concepts.		
LEARNING OUTCOMES	<p>At the end of this component, students will be able to;</p> <ol style="list-style-type: none"> 1. demonstrate an understanding of the complex nature of change as well as those factors that affect and enhance prospects for planned organisational change 2. demonstrate an understanding of the processes and many of the strategies and techniques which can be applied to lead, manage and facilitate organisational change 3. identify and solve complex organisational problems creatively and practically to increase the effectiveness of change management and comprehend and address complex ethical dilemmas as applied to change 4. apply critical thinking – evaluate, synthesise and critically review theoretical frameworks with other evidence to provide solutions to real world problems 5. demonstrate the skills required for leadership of others, working in teams and working with people from diverse cultural and professional backgrounds in real time spaces 6. communicate professionally and effectively in written communication to various audiences to achieve targeted outcome 		
CONTENT	<p>The content consists of the following topics:</p> <ul style="list-style-type: none"> • Understanding nature and pattern of change management • Diagnosing the need for change • Change intervention strategies • Communicating and supporting change • Managing the people issues and relationships • Planning and implementing change 		
ASSESSMENTS	Assessment Type	Weighting	Learning Outcomes Assessed
	Case study I	50%	1, 2, & 3
	Case study II	50%	3, 4, & 5
RECOMMENDED RESOURCES	<p>Hayes, J 2014, <i>The theory and practice of change management</i>, 4th Edition, Palgrave MacMillan, New York</p> <p>Summers, J & Smith, B 2010, <i>Communication skills handbook: how to succeed in written and oral communication</i>, 4th edn., Wiley</p>		