Course title :

Responsible Manager - CHANGE MANAGEMENT - Summer Academy

Staff responsible for the course :

D.NEWLANDS

Lecturers :

First Name + Name
D.NEWLANDS

1) COURSE PRESENTATION

Aims :
Draw up a list of competencies and/or skills that the student should have acquired or improved at the end of the course.
You must fill in the field under the format "the student should be able to…", using action verbs such as define, realise, control… (This description should not take more than ten lines per page in Word)

At the end of the course, the student should be able to:
This course will introduce issues in change management, with emphasis on eliminating non-value-adding waste from process to improve company performance. Individual and organisational perspectives will be addressed through class discussion, readings and case analyses. This module is integrative as it draws on all spheres of theory and applies them to change contexts.
In this course, you will develop your skills to:
a)   understand the key push and pull drivers for change
b)   understand change processes
c)   scope and type of responsibilities
d)   understand Change & TQM
e)   stake holder perspectives
f)   analyse psychosocial issues of Organisational Change
g)   appreciate differences between individual-level and organisational-level change
h)   witness changes in leadership style
i)   develop change management action plans
j)   understand the difference between leading, facilitating, coaching training and education
k)   perceptions of reality
l)   strategic change
m)   explore leader styles for Change Management
n)   enhance your ability to contribute to change at all levels and stages in the commercial environment
o)   responsible procurement.

Prerequisites :
You must not write courses' codes or names, but identify the preliminary skills as the knowledge or the know-how needed to efficiently follow this course.
Write it out in terms of knowledge and methodologies required to follow this course (this would help students from direct entry to position themselves). (This description should not take more than five lines per page in Word)

The student should know some basic notions of corporate strategy and have an awareness of sustainability

issues.

Course contents :
Here, an abstract of the course can be given or the different chapters of the course can be simply written down.
(The description should not take more than ten lines per page in Word)

The course topics will include stakeholder theory, Change Imperatives, Change Management, Scoping Change, Change Strategy Models, Implementing Change, Gaining Commitment and Leading Change, supply chain and procurement contribution.

2) WORKING LOAD

Here, you should allocate the effective working load of the course, including an estimation of the personal work required from the student.

<p align="center"><u>TABLE 1</u></p>

Course's types	*Number of hours*	*Notes*
Effective presence - *Magistral Course* - *Interactive Course* - *Tutorials* - *Coaching* - *PBL Course*	16	
Training from a distance *(video-conferences)*		
Self-learning - *Research* - *E-learning* - *Books 'readings*	10 16	
Outdoors-training - *In firms* - *Internship*		
Personal work - *Projects* - *Personal work*	20	
Total working time for the student	**52**	

3) EDUCATIONAL METHODS

Tick here the different educational methods used:

☒ Projects
☐ Tutorials
☐ E-Learning and/or Self-learning
☒ Interactive courses
☐ Coaching
☒ Research
☒ Presentations
☐ Seminars
☐ Visits

4) ASSESSMENT

Sum up briefly the course assessment's mechanism (two or three lines)

This will introduce the assessment's table that you have to complete below (table n°2).

Students will be assessed via attendance, participation, a multiple choice exam and group assignments.

List the assessment for each modality.

TABLE 2

Modality	Type of control	Length (h)	Number	Weighting (%)
Continuous assessment	Mid-term exam			
	Oral presentation			
	MCQ	2	1	20
	Participation	2	2	20
Final exam	Written final exam			
Others	Project			
	Written assignment		1	60
	Oral academic defense			
	Case study			
Presentation	Presentation			
Total				**100%**

5) RECOMMENDED READING :

Name of reference books (indicate only three or four must-read references) / Name of reviews…

Class books :
Newlands and Hooper (2009) Global Business Handbook, Gower
Robbins, H. and Finley, M. (1997) Why Change Doesn't Work: Why initiatives go wrong and how to try again - and succeed, Orion Business Books, London.

Internet Resources :
Please indicate here if you use the school intranet site to put on-line documents and/or if you advise the visit of web sites to students.

Course materials on ieseg-online

Wikipedia is NOT an accepted resource.