Course Syllabus

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>ECTS Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>MGT-472</td>
<td>Change Management</td>
<td>6</td>
</tr>
</tbody>
</table>

**Prerequisites**

None

**Department**

Management & MIS

**Semester**

Fall/Spring/Summer

**Type of Course**

Elective

**Field**

MIS

**Language of Instruction**

English

**Level of Course**

1st Cycle

**Lecturer(s)**

Dr Epaminondas Epaminonda

**Year of Study**

3rd or 4th

**Mode of Delivery**

Face to Face

**Work Placement**

N/A

**Corequisites**

None

**Course Objectives:**

The main objectives of the course are to:

- Present a picture of the constant change in the business and social environment.
- Discuss the impact of this change on individuals and organizations.
- Analyze ways in which organizations and individuals can deal more effectively with the change process.
- Improve skills in analyzing data for the purpose of resolving issues directly related to Change Management.
- Develop a range of core (transferable) skills, including communication, problem-solving, researching and writing.

**Learning Outcomes:**

After completion of the course students are expected to be able to:

1. Outline main changes that have taken place through the years in the natural, social and economic environment.
2. Discuss the impact of this change on individuals and organizations.
3. Differentiate between different types of change.
4. List reasons of resistance to change and discuss ways to overcome it.
5. Use appropriate skills to communicate change.
6. Implement change effectively.
7. Analyze the role of leadership in implementing change.
8. Contribute to debates about environmental changes and their impact on business.
9. Conduct research, write reports and present analysis and conclusions.

Course Content:

1. Introduction to Change: Life, A story of change.
2. Why Organizations Change?
3. The External and Internal Organizational Environment.
5. Effective Change Implementation, Effective Leadership for Change.
7. Culture and Cultural Change.
8. Sustainability Issues for the Planet.

Learning Activities and Teaching Methods:

Lectures, Class Discussion, Practical Exercises, Group Activities, Research and Writing.

Assessment Methods:

Attendance and Participation, Assignments, Mid-Term, Final Examination

Required Textbooks / Readings:

<table>
<thead>
<tr>
<th>Title</th>
<th>Author(s)</th>
<th>Publisher</th>
<th>Year</th>
<th>ISBN</th>
</tr>
</thead>
<tbody>
<tr>
<td>Instructor’s notes</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Required Textbooks / Readings:

<table>
<thead>
<tr>
<th>Title</th>
<th>Author(s)</th>
<th>Publisher</th>
<th>Year</th>
<th>ISBN</th>
</tr>
</thead>
<tbody>
<tr>
<td>Managing Change, 7th Ed.</td>
<td>Bernard Burnes</td>
<td>Prentice Hall</td>
<td>2017</td>
<td>9781292156040</td>
</tr>
</tbody>
</table>

http://catalogue.pearsoned.co.uk/educator/product/ManagingChange/9781292156040.page#downlaoddiv
<table>
<thead>
<tr>
<th>Title</th>
<th>Author(s)</th>
<th>Publisher</th>
<th>Year</th>
<th>ISBN</th>
</tr>
</thead>
<tbody>
<tr>
<td>Organizational Change, 5th Ed.</td>
<td>Barbara Senior and Stephen Swailes</td>
<td>Prentice Hall</td>
<td>2016</td>
<td>978-0273695981</td>
</tr>
<tr>
<td><a href="http://catalogue.pearsoned.co.uk/educator/product/OrganizationalChange/9781292063836.page">Link</a></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Critical Success Factors of Change Management</td>
<td>Tim Fritzenschaft</td>
<td>Springer</td>
<td>2014</td>
<td>978-3658045494</td>
</tr>
</tbody>
</table>