



Course Syllabus

Course Code	Course Title	ECTS Credits
ENTR-472	Change Management	6
Prerequisites	Department	Semester
None	Management & MIS	Fall/Spring/Summer
Type of Course	Field	Language of Instruction
Elective	Business Administration	English
Level of Course	Lecturer(s)	Year of Study
1 st Cycle	Dr Epaminondas Epaminonda	3 rd or 4 th
Mode of Delivery	Work Placement	Corequisites
Face to Face	N/A	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.
4. Different Kinds of Change, Change Diagnosis, Resistance to Change.
5. Effective Change Implementation, Effective Leadership for Change.
6. Strategies and Skills for Communicating 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:

Title	Author(s)	Publisher	Year	ISBN
Instructor's notes				

Required Textbooks / Readings:

Title	Author(s)	Publisher	Year	ISBN
Managing Change, 7 th Ed.	Bernard Burnes	Prentice Hall	2017	9781292156040
http://catalogue.pearsoned.co.uk/educator/product/ManagingChange/9781292156040.page#downlaoddiv				

Organizational Change, 5 th Ed.	Barbara Senior and Stephen Swailes	Prentice Hall	2016	978-0273695981
http://catalogue.pearsoned.co.uk/educator/product/OrganizationalChange/9781292063836.page				
Critical Success Factors of Change Management	Tim Fritzenschaft	Springer	2014	978-3658045494