



Course Syllabus

Course Code	Course Title	ECTS Credits
MGT-472DL	Change Management	6
Prerequisites	Department	Semester
None	Management	Fall/Spring
Type of Course	Field	Language of Instruction
Required	Business Administration	English
Level of Course	Lecturer(s)	Year of Study
1 st Cycle	Dr Epaminondas Epaminonda	3 rd – 4 th
Mode of Delivery	Work Placement	Corequisites
Distance Learning	N/A	None

Course Objectives:

The main objectives of the course are to:

- Present a picture of the constant change in the physical, social and business 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.
- Look briefly into the future for possible changes that might happen and how to achieve sustainability.
- Improve skills in analyzing data 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 briefly main changes that have taken place through the years in the natural, social and economic environment.
2. Appreciate the constant change that takes place in all areas of life.
3. Discuss the impact of this change on individuals and organizations.
4. Differentiate between different types of change.
5. List reasons of resistance to change and discuss ways to overcome it.

6. Use appropriate skills to communicate change.
7. Implement change in organizations effectively.
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 the course
2. Life: A story of change
3. Change in how humans live, produce and consume
4. Measurement issues and different kinds of change
5. Resistance to change
6. Effective change implementation
7. Strategies and skills for communicating change
8. Social values and change
9. Socioeconomic changes and dilemmas at the beginning of the 21st century

Learning Activities and Teaching Methods:

Teaching material including PowerPoint presentations, synchronous meetings (WebEx), asynchronous video presentations, forums, assessments.

Assessment Methods:

Forum discussion participation, Individual Assignment, Final Examination

Required Textbooks / Readings:

Title	Author(s)	Publisher	Year	ISBN
Managing Change, 7 th Ed.	Bernard Burnes	Prentice Hall	2017	9781292156040
Link:				

[https://www.researchgate.net/profile/Kwame_Ofori/post/How do I get peer reviewed articles about change management processes/attachment/5b692f8a3843b04aed78d8b5/AS%3A656864488480769%401533620106589/download/Burnes%2C+Bernard+-+Managing+change+%282017%2C+Pearson%29.pdf](https://www.researchgate.net/profile/Kwame_Ofori/post/How+do+I+get+peer+reviewed+articles+about+change+management+processes/attachment/5b692f8a3843b04aed78d8b5/AS%3A656864488480769%401533620106589/download/Burnes%2C+Bernard+-+Managing+change+%282017%2C+Pearson%29.pdf)

Recommended Textbooks / Readings:

Title	Author(s)	Publisher	Year	ISBN
Sapiens: A Brief History of Humankind	Yuval Noah Harari	Harper	2015	978-1681231198
Organizational Change, 5 th Ed.	Barbara Senior and Stephen Swailes	Prentice Hall	2016	9780273695981
Critical Success Factors of Change Management eBook	Tim Fritzenschaft	Springer	2014	978-3658045494