Description: Leading Organisational Change

<table>
<thead>
<tr>
<th>Subject</th>
<th>Cat-Nbr</th>
<th>Class</th>
<th>Term</th>
<th>Mode</th>
<th>Units</th>
<th>Campus</th>
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<tr>
<td>MGT</td>
<td>3002</td>
<td>14207</td>
<td>2, 2002</td>
<td>EXT</td>
<td>1.00</td>
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Academic Group: FOBUS
Academic Org: FOB003
HECS Band: 2
ASCED Code: 080307

STAFFING
Examiner: Ben Swanepoel
Moderator: Retha Wiesner

PRE-REQUISITES
Pre-requisite: MGT 1000

SYNOPSIS
In this Course you will be required to analyse and develop an understanding and appreciation of the complex nature and importance of organisational change and the concomitant leadership challenges; critically describe and distinguish between various types of and approaches to change in organisations, evaluating the relative merits of each; explain and show how Organisation Development as a planned process of organisational change may unfold and how it should be managed and lead; critically describe and classify various types of organisational change interventions, analyse and diagnose different situations or scenarios that may require organisational change and show the ability to select and apply appropriate organisational change interventions in order to improve individual, group and organisational level performance; distinguish between first order organisational change and 'gamma' or transformational change, explain the nature of organisational transformation and critically assess the nature and potential value thereof in the context of current and future challenges and environmental trends.

OBJECTIVES
On successful completion of this course students will be able to:

- analyse and show an understanding and appreciation of the context and complex nature of organisational change and the concomitant leadership challenges
- differentiate between different dimensions and types of organisations and approaches to change in organisations and debate the relative merits of each
• describe, explain and show how Organisation Development as a planned process of organisational change may unfold and how it should be managed and lead
• illustrate the ability to classify and critically describe various types of organisational change interventions
• analyse different organisational situations or scenarios that may require change, diagnose these and show the ability to select and apply appropriate organisational change interventions in order to improve individual, group and organisational level performance
• differentiate first order from second order organisational change, explain the nature of organisational transformation and critically assess the nature and potential value thereof in the context of current and future challenges and environmental trends.

TOPICS

<table>
<thead>
<tr>
<th>Description</th>
<th>Weighting (%)</th>
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<tbody>
<tr>
<td>1. Understanding the nature of organisational change</td>
<td>30.00</td>
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<tr>
<td>2. The process of organisational change</td>
<td>25.00</td>
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<tr>
<td>3. Different organisational Change Interventions</td>
<td>35.00</td>
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<tr>
<td>4. Organisational Transformation</td>
<td>10.00</td>
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TEXT and MATERIALS required to be PURCHASED or ACCESSED:

Books can be ordered by fax or telephone. For costs and further details use the 'Book Search' facility at http://bookshop.usq.edu.au by entering the author or title of the text.


REFERENCE MATERIALS

Reference materials are materials that, if accessed by students, may improve their knowledge and understanding of the material in the course and enrich their learning experience.


STUDENT WORKLOAD REQUIREMENTS

ACTIVITY       HOURS

Directed Study   65
Private Study     95

ASSESSMENT DETAILS

<table>
<thead>
<tr>
<th>Description</th>
<th>Marks Out of</th>
<th>Wtg(%)</th>
<th>Required</th>
<th>Due Date</th>
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<tr>
<td>MINOR ASSIGNMENT A</td>
<td>30.00</td>
<td>30.00</td>
<td>Y</td>
<td>22 Aug 2002</td>
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<td>MAJOR ASSIGNMENT B</td>
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<td>2 HOUR EXAMINATION</td>
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<td></td>
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NOTES:
1. Refer to Course Specifications for information about assignment due dates.
2. Refer to Course Specifications for information about assignment due dates.
3. You will be notified of the official examination date when the scheduling is finalised. Please note this examination is a Closed Book Exam.

OTHER REQUIREMENTS

1. To obtain a pass in this course students must achieve 50% in each of the two assignments and the examination. To be assured of a B grade students will be required to obtain an overall mark of 65%. To be assured of an A grade students will be required to obtain an overall mark of 75%. To be assured of an HD grade students will be required to obtain an overall mark of 85%. Final grades for the course will be determined by the addition of the marks obtained in each assessment item, weighted as in the Assessment Details.

2. All assignments shall be submitted by the due date. Late assignments may be downgraded up to 20% per working day late. Assignments received more than two weeks after the due date shall not be marked. The penalty for late assignments may be waived or reduced by the Course Leader only in exceptional circumstances of personal illness, tragedy or hardship. Students who believe they have a case for reduction of the penalty for a late assignment may submit a written request, including supporting documentation, attached to their assignment.

3. Receipt date for assessments is the date received on campus.

4. Medical certificates must be received by the Faculty Administrator within fourteen (14) days of the assessment date. A medical certificate must be dated with the same date as the period of illness for which the absence from assessment is being sought. (Retrospective medical certificates will not be accepted).

5. In accordance with Academic Regulation B3.15, your enrolment in this course may be terminated if you fail to submit Assignment 1 by the due date.
6 Students must retain a copy of all assignments which must be produced if/when required by the Course Leader.

7 Course weightings of topics should not be interpreted as applying to the number of marks allocated to questions testing those topics in an examination paper.

8 Mechanical erasers, mobile telephones and other electronic media are not permitted in exam venues.

9 Students who apply to defer their examinations, for whatever reason, will not be accommodated unless they have passed both assignments.