Description: Leading Organisational Change

Synopsis

One of the major contemporary issues facing virtually all organisations is the fast-changing and highly complex and dynamic environments they operate in - both externally and internally. There is a constant drive for organisational change - not only to survive but to be able to compete and be successful and sustainable. It is essential for managers and leaders to be familiar with and have competence in the area of change management and leadership. More than ever before, managers and professionals need to focus on the continuous renewal of their organisations on various fronts. They not only need to know how to go about leading and managing change for improved organisational performance and sustainability, but also be more sensitive to their own ability to change themselves. In this course students will be required to: show an understanding of the complex nature of change as well as those factors that affect and enhance prospects for planned organisational change; achieve a perspective on the contextual and conceptual foundations of organisational change; show an understanding of the processes and many of the strategies and techniques which can be applied to lead, manage and facilitate organisational change; appreciate the necessity for organisational change which is aimed at sustainability; and demonstrate their ability to take part in or evaluate some change management programs and interventions, in a context familiar and meaningful to them.

Objectives

Students will be required to:

- demonstrate an understanding of the complex nature of change as well as those factors that affect and enhance prospects for planned organisational change;
- articulate a perspective on the contextual and conceptual foundations of organisational change;
• demonstrate an understanding of the processes and many of the strategies and techniques which can be applied to lead, manage and facilitate organisational change;
• argue the necessity for organisational change which is aimed at sustainability; and
• demonstrate their ability to take part in or evaluate some change management programs and interventions, in a context familiar and meaningful to them.

TOPICS

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<tr>
<th>Description</th>
<th>Weighting (%)</th>
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<tr>
<td>1. The nature of organisational change</td>
<td>25.00</td>
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<tr>
<td>2. Corporate sustainability</td>
<td>25.00</td>
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<tr>
<td>3. Issues in managing organisational change</td>
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<td>4. Developing a strategy for change</td>
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TEXT and MATERIALS required to be PURCHASED or ACCESSED:

ALL textbooks and materials are available for purchase from USQ BOOKSHOP (unless otherwise stated). Orders may be placed via secure internet, free fax 1800642453, phone 07 46312742 (within Australia), or mail. Overseas students should fax +61 7 46311743, or phone +61 7 46312742. For costs, further details, and internet ordering, use the 'Textbook Search' facility at http://bookshop.usq.edu.au click 'Semester', then enter your 'Course Code' (no spaces).


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:

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<tr>
<th>ACTIVITY</th>
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<tr>
<td>Assessment</td>
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<td>Private Study</td>
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ASSESSMENT DETAILS

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<th>Description</th>
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<tr>
<td>ASSIGNMENT 1A</td>
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<tr>
<td>ASSIGNMENT 1B</td>
<td>45.00</td>
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<td>16 Apr 2004</td>
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<td>ASSIGNMENT 2</td>
<td>50.00</td>
<td>50.00</td>
<td>11 Jun 2004</td>
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IMPORTANT ASSESSMENT INFORMATION

1 Attendance requirements:
   It is the students' responsibility to attend and participate appropriately in all activities (such as lectures, tutorials, laboratories and practical work) scheduled for them, and to study all material provided to them or required to be accessed by them to maximise their chance of meeting the objectives of the course and to be informed of course-related activities and administration. If you are an international student in Australia you are advised to attend all classes at your campus. Failure to attend may infringe the conditions of your student visa.

2 Requirements for students to complete each assessment item satisfactorily:
   To complete each of the assignments satisfactorily, students must obtain at least 50% of the available weighted marks for assignments 1A and 1B and at least 50% for assignment 2.

3 Penalties for late submission of required work:
   If students submit assignments after the due date without prior approval then a penalty of 20% of the total marks gained by the student for the assignment will apply for each working day late.

4 Requirements for student to be awarded a passing grade in the course:
   To be assured of receiving a passing grade a student must achieve at least 50% of the available weighted marks for assignments 1A and 1B, at least 50% for assignment 2, and at least 50% of the available weighted marks for the summative assessment items.

5 Method used to combine assessment results to attain final grade:
   The final grades for students will be assigned on the basis of the weighted aggregate of the marks obtained for each of the summative assessment items in the course.

6 Examination information:
   There is no examination in this course.

7 Examination period when Deferred/Supplementary examinations will be held:
Not applicable.

8 University Regulations:
Students should read USQ Regulations 5.1 Definitions, 5.6. Assessment, and 5.10 Academic Misconduct for further information and to avoid actions which might contravene University Regulations. These regulations can be found at the URL http://www.usq.edu.au/corporateservices/calendar/part5.htm. Students should also read the Faculty of Business Guide to Policies and Procedures of the Faculty which can be found at the URL http://www.usq.edu.au/handbook/2004/bus.html.

ASSESSMENT NOTES

1 Assignments: (i) The due date for an assignment is the date by which a student must despatch the assignment to the USQ. The onus is on the student to provide proof of the despatch date, if requested by the Examiner. (ii) Students must retain a copy of each item submitted for assessment. This must be produced within five days if required by the Examiner. (iii) The Examiner may grant an extension of the due date of an assignment in extenuating circumstances. Students may apply for an extension through the DEC before the due date or by including an application with the submitted assignment after the due date. Such applications should be in writing and include supporting documentary evidence. The authority for granting extensions rests with the relevant Examiner. (iv) The Examiner will normally only accept assessments that have been written, typed or printed on paper-based media. (v) The Examiner will not accept submission of assignments by facsimile. (vi) Students who do not have regular access to postal services or who are otherwise disadvantaged by these regulations may be given special consideration. They should contact the Examiner to negotiate such special arrangements. (vii) In the event that a due date for an assignment falls on a local public holiday in their area, such as a Show holiday, the due date for the assignment will be the next day. Students are to note on the assignment cover the date of the public holiday for the Examiner’s convenience.