Course Outline (Higher Education)

School / Faculty:	Federation Business School
Course Title:	CHANGE AGENT STRATEGIES
Course ID:	BUHRM6930
Credit Points:	15.00
Prerequisite(s):	(BN412 or BUHRM5912)
Co-requisite(s):	Nil
Exclusion(s):	Nil
ASCED Code:	080303
Grading Scheme:	Graded (HD, D, C, etc.)

Program Level:

AQF Level of Program					
5	**6**	**7**	**8**	**9**	**10**
Level					
Introductory					
Intermediate			✔		
Advanced					

Learning Outcomes:

Knowledge:

K1. Relate the impact of self-analysis on thinking, and concept development as they affect change management practices in modern organisations

K2. Identify and assess a range of change management theories and challenges in critical areas and discuss the application of these to individual and organisational management process

K3. Appraise the role of the learning organisation in facilitating, improving and supporting effective change in real world organisational environments

Skills:

S1. Synthesise issues of current interest/debate in the area of change management and practice to increase effectiveness as "change agents" in the workplace

S2. Research appropriate change agent strategies in current and future organisational settings and apply these to workplace change strategies

S3. Critically appraise the different styles of change agents and defend how they can add value to organisational performance by collating and presenting ideas to both specialised and non-specialised audiences via written reports and/or oral presentations

S4. Critically analyse and reflect on managerial change and problem solving skills and communicate these via individual self-reflections and in-class interactions

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Application of knowledge and skills:

A1. Apply independent initiative and judgement in developing arguments for various managerial positions and reach qualitative conclusions as a basis for professional practice and/or further learning

A2. Identify, plan and evaluate a diverse range of decisions/implications across multiple organisations using appropriate research and problem solving techniques with a high level of personal autonomy and accountability

A3. Research and develop creative and innovative problem solving skills and techniques focused on the practical application of theory

Course Content:

Topics may include:

- Exploration of various types and approaches to change

- The role of the change agent in organisations

- The role of managerial communication/consultation in supporting individual and organisational change

- The impact of motivation and change on both individuals and organisations

- Effective methods for managing, implementing and delivering change management programs

- Exploration of the role of learning organisations in facilitating and supporting change

- Models for conflict resolution and evaluation of change

Values and Graduate Attributes:

Values:

V1. Appreciate the complexity of human behavior in current and future managerial settings

V2. Value a mastery of concepts and approaches to managing change in both personal and organisational contexts

V3. Appreciate the range of personal values, attitudes and styles in relation to the skills and capabilities of change agents and be able to make productive use of these when in a managerial role

V4. Develop a broad view of change management practices and the mechanisms for engaging in learning organisations

Graduate Attributes:

FedUni graduate attributes statement. To have graduates with knowledge, skills and competence that enable them to stand out as critical, creative and enquiring learners who are capable, flexible and work ready, and responsible, ethical and engaged citizens.

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Attribute	Brief Description	Focus
Knowledge, skills and competence	The confidence gained from meeting the problem-solving challenges of the course and actively engaging in a diverse range of activities and self-reflections , will motivate graduates to seek out and develop their change management knowledge and skills	High
Critical, creative and enquiring learners	Experiential learning will contribute to the rounding of the student's management education, providing them with the knowledge and confidence to make or contribute to independent, valid and reliable change management decisions	Medium
Capable, flexible and work ready	Graduate of this course will feel empowered to engage in and contribute to constructive dialogue with managers and other primary decision makers in their workplace or community	Medium
Responsible, ethical and engaged citizens	This course will ensure that students make managerial decisions that are equally informed by considerations of ethics and corporate and social responsibility	Low

Learning Task and Assessment:

Learning Outcomes Assessed	Assessment Task	Assessment Type	Weighting
K1,K2 S2,S4 A1,A3	Analysis of personal and organisational change agent styles and assessment of strategies for improvement	In-Class participation and self-reflective analysis	20-40%
K1,K3 S1,S2,S3 A3	Research, evaluate and apply information into a group report and oral presentation that examines the challenges facing change agents in real world organisational environment	Group Project (Presentation and Analytical Report)	20-40%
K1,K2,K3 S1,S2,S3 A1A2,A3	Research, critically analyse and synthesise information into an individual research assignment that examines current change management theories, trends, concepts and applications	Individual Research Assignment	30-50%

Adopted Reference Style:

APA