

# Unit Outline (Higher Education)

<b>Institute / School:</b>	Institute of Innovation, Science & Sustainability
<b>Unit Title:</b>	Managing Change
<b>Unit ID:</b>	BUMGT3704
<b>Credit Points:</b>	15.00
<b>Prerequisite(s):</b>	(At least 15 credit points from BUENT or BUMGT or BUMKT subject-area at any level)
<b>Co-requisite(s):</b>	Nil
<b>Exclusion(s):</b>	Nil
<b>ASCED:</b>	080307

## Description of the Unit:

As the rate of change is accelerating, businesses are impacted on in a major way. As a result, effective implementation of organisational change is crucial for companies and other organisations. This unit covers the fundamental concepts of change and outlines the relationship between effective change implementation and organisational development. Many organisational changes are brought about by technological interruptions, and therefore this unit introduces students to the concept of 'digital change'. It aims to equip students with the management competencies needed to manage digital change effectively. Students will also become familiar with Principles of Responsible Management (PRME), and its role in managing change.

**Grade Scheme:** Graded (HD, D, C, P, MF, F, XF)

## Work Experience:

No work experience: Student is not undertaking work experience in industry.

**Placement Component:** No

**Supplementary Assessment:** Yes

Where supplementary assessment is available a student must have failed overall in the Unit but gained a final mark of 45 per cent or above, has completed all major assessment tasks (including all sub-components where a task has multiple parts) as specified in the Unit Description and is not eligible for any other form of supplementary assessment

**Course Level:**

Level of Unit in Course	AQF Level of Course					
	5	6	7	8	9	10
Introductory	■	■	■	■	■	■
Intermediate	■	■	■	■	■	■
Advanced	■	■	✓	■	■	■

**Learning Outcomes:**
**Knowledge:**

- K1.** Describe the change process within an organisation, specifically in the area of managing change.
- K2.** Analyse the role of change in strategic planning within an organisation
- K3.** Identify different change strategies and the role of change agents in digital business transformation, in organisations
- K4.** identify the relationship between resistance to change and organisational culture

**Skills:**

- S1.** Identify environmental influences that will impact upon change within an organisation
- S2.** Analyse the change needs of an organisation and determine the most appropriate change methods
- S3.** Understand the need and importance of professional ethics in change management

**Application of knowledge and skills:**

- A1.** Identify a diverse range of development and change functions, using appropriate change management theories
- A2.** Design, develop, implement and evaluate development and change concepts to assist in the management of rapidly changing environments from ethical, socially responsible and international perspectives
- A3.** Consult with change management literature about change needs and benefits, by designing and implementing effective change strategies through assessment tasks

**Unit Content:**

Topics may include:

- Organisation Development and Organisational Transformation
- Understanding Change and PRME
- The role of the Change Agent
- Managing Resistance and Organisational Culture
- Understanding the process of Change
- Digital Transformation
- OD Interventions-Strategy and Structure
- Identity and Change
- Aligning People and activities
- Artificial Intelligence and Managing Change
- Managing Change and OD-Future Direction

## FEDTASKS

Federation University Federation recognises that students require key transferable employability skills to prepare them for their future workplace and society. FEDTASKS (**T**ransferable **A**tttributes **S**kills and **K**nowledge) provide a targeted focus on five key transferable Attributes, Skills, and Knowledge that are embedded within curriculum, developed gradually towards successful measures and interlinked with cross-discipline and Co-operative Learning opportunities. *One or more FEDTASK, transferable Attributes, Skills or Knowledge must be evident in the specified learning outcomes and assessment for each FedUni Unit, and all must be directly assessed in each Course.*

FEDTASK attribute and descriptor		Development and acquisition of FEDTASKS in the Unit	
		Learning Outcomes (KSA)	Assessment task (AT#)
FEDTASK 1 Interpersonal	<p>Students will demonstrate the ability to effectively communicate, interact and work with others both individually and in groups.</p> <p>Students will be required to display skills in-person and/or online in:</p> <ul style="list-style-type: none"> <li>• Using effective verbal and non-verbal communication</li> <li>• Listening for meaning and influencing via active listening</li> <li>• Showing empathy for others</li> <li>• Negotiating and demonstrating conflict resolution skills</li> <li>• Working respectfully in cross-cultural and diverse teams.</li> </ul>	K1, K2, K3, K4 S1, S2, S3 A1, A2, A3	AT2 ;AT3
FEDTASK 2 Leadership	<p>Students will demonstrate the ability to apply professional skills and behaviours in leading others.</p> <p>Students will be required to display skills in:</p> <ul style="list-style-type: none"> <li>• Creating a collegial environment</li> <li>• Showing self-awareness and the ability to self-reflect</li> <li>• Inspiring and convincing others</li> <li>• Making informed decisions</li> <li>• Displaying initiative</li> </ul>	K1, K2, K3, K4 S1, S2, S3 A1, A2, A3	AT1;AT2;AT3
FEDTASK 3 Critical Thinking and Creativity	<p>Students will demonstrate an ability to work in complexity and ambiguity using the imagination to create new ideas.</p> <p>Students will be required to display skills in:</p> <ul style="list-style-type: none"> <li>• Reflecting critically</li> <li>• Evaluating ideas, concepts and information</li> <li>• Considering alternative perspectives to refine ideas</li> <li>• Challenging conventional thinking to clarify concepts</li> <li>• Forming creative solutions in problem solving</li> </ul>	K1, K2, K3, K4 S1, S2, S3 A1, A2, A3	AT2; AT3

FEDTASK attribute and descriptor		Development and acquisition of FEDTASKS in the Unit	
		Learning Outcomes (KSA)	Assessment task (AT#)
FEDTASK 4 Digital Literacy	<p>Students will demonstrate the ability to work fluently across a range of tools, platforms and applications to achieve a range of tasks.</p> <p>Students will be required to display skills in:</p> <ul style="list-style-type: none"> <li>• Finding, evaluating, managing, curating, organising and sharing digital information</li> <li>• Collating, managing, accessing and using digital data securely</li> <li>• Receiving and responding to messages in a range of digital media</li> <li>• Contributing actively to digital teams and working groups</li> <li>• Participating in and benefiting from digital learning opportunities</li> </ul>	K1, K2, K3, K4 S1, S2, S3 A1, A2, A3	AT2; AT3
FEDTASK 5 Sustainable and Ethical Mindset	<p>Students will demonstrate the ability to consider and assess the consequences and impact of ideas and actions in enacting ethical and sustainable decisions.</p> <p>Students will be required to display skills in:</p> <ul style="list-style-type: none"> <li>• Making informed judgments that consider the impact of devising solutions in global economic environmental and societal contexts</li> <li>• Committing to social responsibility as a professional and a citizen</li> <li>• Evaluating ethical, socially responsible and/or sustainable challenges and generating and articulating responses</li> <li>• Embracing lifelong, life-wide and life-deep learning to be open to diverse others</li> <li>• Implementing required actions to foster sustainability in their professional and personal life</li> </ul>	K1, K2, K3, K4, S1, S2, S3 A1, A2	AT1;AT2;AT3

### Learning Task and Assessment:

Learning Outcomes Assessed	Assessment Tasks	Assessment Type	Weighting
K3, K4 S2, S3, A1	An analysis of the Environment of Change	Online Assessment( Quiz/Presentation/written online assessment)	10-20%
K1, K2, K3, K4 S1, S2, S3 A1, A2, A3	Change management consultancy report	Report	20%-40%
K1, K2, K3, K4, S1, S2, S3 A1, A2	A critical reflective assessment on the unpredictability of change	Critical Reflective Assessment	40%-60%

### Adopted Reference Style:

Other (APA 7)

Refer to the [library website](#) for more information

Fed Cite - [referencing tool](#)