



CHRISTIAN HERITAGE COLLEGE

BZ331

CHANGE MANAGEMENT IN ORGANISATIONS

This sample unit outline is provided by CHC for prospective and current students to assist with unit selection.

Elements of this outline which may change with subsequent offerings of the unit include Content, Required Texts, Recommended Readings and details of the Assessment Tasks.

Students who are currently enrolled in this unit should obtain the outline for the relevant semester from the unit lecturer.

Unit code	BZ331	
Unit name	Change Management in Organisations	
Associated higher education awards	Associate Degree in Business Bachelor of Business	
Duration	One semester	
Level	Advanced	
Unit Coordinator	Andrew Johnson	
Core/Elective	Elective - Associate Degree in Business Core - Bachelor of Business (major in Management) Elective - Bachelor of Business (other majors)	
Weighting	Unit credit points: 10 Course credit points: 160 - Associate Degree in Business 240 - Bachelor of Business	
Student workload	Face-to-face on-site	External
	Timetabled hours per week: 3	Directed study hours per week: 6
	Personal study hours per week: 7	Personal study hours per week: 4
	Total workload hours per week: 10	Total workload hours per week: 10
Students requiring additional English language support are expected to undertake an additional 1 hour per week.		
Delivery mode	Face to face on site External Full time Part time	
Prerequisites/ Corequisites/ Restrictions	Prerequisite: BZ232 Leadership in Organisations Restriction: HB225 Leadership and Change Management	
Specialist resource requirements	Nil	
Prescribed text(s)	Waddell, D., Cummings, T., & Worley, C. (2007). <i>Organisation development and change</i> (3 rd ed.). Sydney, NSW: Thomson.	

<p>Recommended readings</p>	<p>Books</p> <p>Bennis, W., & Nanus, B. (2007). <i>Leaders: Strategies for taking charge</i> (2nd ed.). New York: Collins.</p> <p>Bolman, L., & Deal, T. (2003). <i>Reframing organizations: Artistry, choice and leadership</i> (3rd ed.). Hoboken, NJ: Jossey-Bass.</p> <p>Greenleaf, R. (2002). <i>Servant leadership: The nature of legitimate power and greatness</i> (25th anniversary ed.). New York: Paulist Press.</p> <p>Schein, E., & Crocker, C. (2004). <i>Organizational culture and leadership</i> (3rd ed.). Hoboken, NJ: Jossey-Bass.</p> <p>Senge, P. (2006). <i>The fifth discipline: The art and practice of the learning organization</i> (Rev ed.). New York: Doubleday.</p> <p>Journals and Periodicals</p> <p><i>Journal of Leadership and Organizational Studies</i></p> <p><i>Leadership and Organization Development Journal</i></p> <p>In addition to the resources above, students should have access to a Bible, preferably a modern translation such as <i>The Holy Bible: The New International Version 2011</i> (NIV 2011) or <i>The Holy Bible: New King James Version</i> (NKJV).</p> <p>These and others translations may be accessed free on-line at http://www.biblegateway.com. The Bible app from LifeChurch.tv is also available free for smart phones and tablet devices.</p>
<p>Content</p>	<ol style="list-style-type: none"> 1. Change as a process 2. Nature of change 3. Role of the change agent 4. Organisation development: Entering, contracting and diagnosing 5. Information gathering 6. Designing interventions 7. Interventions: Interpersonal and technostructural 8. Interventions: Human resource management and strategic 9. Organisation transformation: Unplanned change and competitive strategies 10. Issues impacting change management: Action research 11. Moral and ethical issues arising in change management 12. Organisation development and aiscourse analysis 13. Resistance to change and review
<p>Learning outcomes</p>	<p>On completion of this unit, students will have demonstrated that they can:</p> <ol style="list-style-type: none"> 1. Define and describe key concepts concerning organisational change and development; 2. Analyse general organisational contexts; 3. Discuss key change intervention skills in the contexts of both strategic change and unplanned change; 4. Integrate knowledge of change processes and organisation strategy; 5. Critically review concepts of organisational change; 6. Appraise moral and ethical issues which arise in the context of organisational change, with particular emphasis on Biblical Christian worldview; and 7. Communicate at an appropriate tertiary standard: with special attention to design elements, grammar, usage, logical relations, style, presentation and referencing.

Assessment tasks	Task 1: Personal reflection on Business Foundations Conference OR Essay
	Word Length/Duration: 1200 words
	Weighting: 20%
	Learning Outcomes: 6, 7
	Assessed: Week 7
	Task 2: Business discussion paper and Oral presentation
	Word Length/Duration: 20% - Discussion paper
	10% - Oral presentation
	Weighting: 30%
	Learning Outcomes: 1-7
	Assessed: Week 12
	Task 3: Final examination
Word Length/Duration: 3 hours	
Weighting: 50%	
Learning Outcomes: 1-6	
Assessed: Week 15	

SAMPLE