

Module Documentation



BUST06022

Leadership and Change Management

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BUST06022

Leadership and Change Management

Short Title	Leadership and Change Mgt		
Full Title	Leadership and Change Management		
Attendance	N/A	Discipline	340 Business & Administration
Coordinator	Maureen Melvin	Department	Business
Official Code	BUST06022	NFQ Level	06
		ECTS Credit	05

Module Description

This module aims to provide students with the opportunity to explore the challenges in relation to leading and managing organisational change. It will examine how change is initiated, planned, implemented within organisations.

Learning Outcomes

On completion of this module the learner will/should be able to

1. Identify the role of change in relation to individuals, groups/teams, departments within organisations
2. Explain the change process and how to manage the resistance to change
3. Examine the current business environments to identify change initiatives for an organisation to plan and implement
4. Exhibit how leadership can impact on managing organisational change
5. Critique the styles of leadership

Teaching and Learning Strategies

This module will be delivered through lectures and tutorials.

Assessment Strategies

The assessment strategy will be in line with GMIT Marks and Standards.

The assessment will be 100% C/A and it will consist of a group project during the semester worth 50% along with a written report at the end of semester worth 50%.

This assessment strategy will assess that the student have achieved the module learning outcomes.

Repeat Assessment Procedures

The repeat process for this module will be a 2 hour written examination.

Assessment Facilities

None

Module Dependencies

Prerequisite Modules

None

Corequisite Modules

None

Incompatible Modules

None

Indicative Syllabus

Leadership:

- Defining leadership
- What is the role of leadership in managing change within organisations?
- Leadership and the organisations
- Analyse the different styles of leadership
- Leading change - The Beginning, The Neutral, The End

Change Management:

- Define change
- What is the role of change management within organisations?
- What are the drivers of change?
- Comprehending/planning change process, implementing change and change failures
- Identifying resistance to change & how to overcome the resistance
- Change curve - Denial, Resistance, Exploration, Commit & understanding the Change adoption curve
- Cultural and change management
- Change agent role

CourseWork / Assessment Breakdown

CourseWork / Continuous Assessment 100 %

Coursework Assessment Breakdown

Description	Outcome Assessed	% of Total	Assessment Week
C/A	1,2,3,4,5	100	Week 13

End Exam Assessment Breakdown

Description	Outcome Assessed	% of Total	Assessment Week
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ACCS Mode Workload

Type	Location	Description	Hours	Frequency	Avg Wkly Wrkld
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Total Average Weekly Learner Workload 0.00 Hours

Open Learning Mode Workload

Type	Location	Description	Hours	Frequency	Avg Wkly Wrkld
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Total Average Weekly Learner Workload 0.00 Hours

Distance Learning Mode Workload

Type	Location	Description	Hours	Frequency	Avg Wkly Wrkld
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Total Average Weekly Learner Workload 0.00 Hours

Part Time Mode Workload

Type	Location	Description	Hours	Frequency	Avg Wkly Wrkld
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Total Average Weekly Learner Workload 0.00 Hours

Full Time Mode Workload

Type	Location	Description	Hours	Frequency	Avg Wkly Wrkld
Lecture	Lecture Theatre	Lecture	2	Weekly	2.00
Tutorial	Flat Classroom	Tutorial	1	Weekly	1.00

Total Average Weekly Learner Workload 3.00 Hours

Online Learning Mode Workload

Type	Location	Description	Hours	Frequency	Avg Wkly Wrkld
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Total Average Weekly Learner Workload 0.00 Hours

Module Resources

Module Book Resources

None

Module Alternate Book Resources

None

Module Other Resources

None

Module URLs

None

Additional Information

None

ISBN BookList

Book Details

Annabel Beerel 2009 *Leadership and Change Management* SAGE Publications Ltd
ISBN-10 1847873413 ISBN-13 9781847873415

Donald L. Anderson 2011 *Organization Development: The Process of Leading Organizational Change* SAGE Publications, Inc
ISBN-10 1412987741 ISBN-13 9781412987745

Bernard Burnes 2009 *Managing Change (5th Edition)* Pearson Education Canada
ISBN-10 0273711741 ISBN-13 9780273711742

Esther Cameron 2012 *Making Sense of Change Management: A Complete Guide to the Models Tools and Techniques of Organizational Change* Kogan Page

John Hayes 2010 *The Theory and Practice of Change Management: Third Edition* Palgrave Macmillan
ISBN-10 0230210694 ISBN-13 9780230210691

Mark Hughes 2010 *Managing Change: A Critical Perspective* Chartered Institute of Personnel & Development
ISBN-10 1843982412 ISBN-13 9781843982418

Approval Information

School Approval by Deirdre Lusby on 01-04-2015

Academic Council on 01-04-2015

Programme Membership

Code	Intake Year	Programme Title
GA_BBUAG_H08	201500	Bachelor of Business (Honours)
GA_BBENG_H08	201500	Bachelor of Business (Honours) with Entrepreneurship

GA_BBUSG_B07	201500	Bachelor of Business
GA_BBUSI_C06	201500	Higher Certificate in Business
GA_BBENG_B07	201500	Bachelor of Business with Entrepreneurship
GA_BHUMA_B07	201500	Bachelor of Business in Human Resources
GA_BHUMA_H08	201500	Bachelor of Business (Honours) in Human Resources
GA_BBISG_H08	201500	Bachelor of Science (Honours) in Business Information Systems
GA_BBISG_B07	201500	Bachelor of Science in Business Information Systems