

Syllabus

1. Information about the course and lecturer

1.1. Name of the course:	MODERN LEADERSHIP: CHANGE MANAGEMENT
1.2. Faculty that coordinates the course:	Faculty of Management and Finance
1.3. Education path:	Executive Master of Business Administration (EMBA)
1.4. Number of hours scheduled in study plan (<i>16 on-campus + 4 on-line hours / 32 on-campus + 3 on-line hours</i>):	ENTIRELY ONLINE WITH POSSIBLE ONE DAY VISIT TO CAMPUS SELF-PACED BY STUDENT AVERAGE 32 HOURS
1.5. ECTS (<i>filled by administrative</i>):	
1.6. Lecturer's first and last name:	DANIEL QUINN MILLS

2. Course's learning objectives, and its way of verification

2.1. The general purpose/aim of this course:

Change Management provides graduate-level coverage of topics relevant to today's professionals and leaders in a constantly changing environment. The course begins by introducing learners to organizational culture and innovation before teaching the seminal change and innovation models of Lewin, Kotter, McKinsey, and others. The course also covers practical lessons in executing, measuring, selling, and supporting change across industries.

The course reinforces learning by engaging students with the material through a variety of games, videos, interactive exercises, quizzes, and other engaging content.

2.2. Intendent course outcomes in area of knowledge and skills

a. After this course Student will have **knowledge on**:

- Assessing the need for change in an organization
- The different approaches to updating an organization
- How to choose the best approach to changing the culture, organization and performance of an organization.

b. After this course Student will have the following practical **skills**:

Change Management content enhances skills in:

- Defining organizational culture and how an organization's culture affects its ability and willingness to change
- Leading in times of change
- Choosing the appropriate change management model for the circumstances
- Executing change by fostering participation and using reward systems
- Diffusing resistance to change

- Overcoming creative barriers and encouraging an innovative environment
- Using the tools and techniques in the course to improve entrepreneurial outcomes

2.3 Course evaluation methods, general guidelines for approving the course (*grading scale: 5 (very good), 4 (good), 3 (adequate), 2 (failed)*).

This course contains a diagnostic pre-test and a post-assessment for each module, as well as a comprehensive final assessment.

3. Course content and topics:

- The Question of Change and Innovation
- Change Management Models
- Executing Change
- Dealing with Resistance to Change
- Models for Innovation
- Entrepreneurial Innovation

4. Reference list:

Mills, *Human Resources Management* (Waltham, Mass.: MindEdge Press, forthcoming, 2006.)

Mills, *Principles of Management*. (Waltham, Mass.: MindEdge Press, 2005.)

Mills, *How to Lead -- How to Live: Leadership in the 21st Century*. (Waltham, Mass.: MindEdge Press,

Date of syllabus preparation:	Spring, 2018
-------------------------------	--------------

Date of last update of syllabus:	December, 2018
----------------------------------	----------------

Please fill only the white fields.