

## Liverpool John Moores University

Title: ORGANISATIONAL CHANGE MANAGEMENT  
Status: Definitive  
Code: **7110ECBM** (122266)  
Version Start Date: 01-08-2021

Owning School/Faculty: Business and Management  
Teaching School/Faculty: European College of Business Management

Team	Leader
Graham Harman-Baker	Y
Richard Bills	

**Academic Level:** FHEQ7  
**Credit Value:** 20  
**Total Delivered Hours:** 36  
**Total Learning Hours:** 200  
**Private Study:** 164

### Delivery Options

Course typically offered: Runs Twice - S1 & S2

Component	Contact Hours
Workshop	36

**Grading Basis:** 50 %

### Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Essay	case study	1,500 word essay on the issues relating to change based on a case study	30	
Report	plan	2,500 word individual report on an organisation with a plan for implementation of the strategic quality change	70	

### Aims

*To provide the student with the critical understanding and skills to support active engagement in the process of strategic change management.*

*To provide a critical understanding of the importance of effective quality and systems*

*management in order to achieve organisational objectives.  
To provide the student with the skills to implement a strategic quality change in an organisation.*

## **Learning Outcomes**

After completing the module the student should be able to:

- 1 critically evaluate and analyse the background to organisational strategic change and issues relating to strategic change in an organisation
- 2 critically analyse how to lead stakeholders in developing a strategy for change
- 3 strategically plan to implement models for ensuring on-going change
- 4 critically evaluate the role of operations management

## **Learning Outcomes of Assessments**

The assessment item list is assessed via the learning outcomes listed:

1,500 words essay	1	2
2,500 words report	3	4

## **Outline Syllabus**

*Strategic change concepts and models  
The role of leaders and managers  
Types and styles of organisational change  
Factors driving change  
Internal and external environment  
Change contexts  
Involving stakeholders in change management strategy  
Organisational culture perspective on change  
Resistance to change and strategies to combat resistance  
Change transition  
Power and politics perspective on change  
Organisational learning and change  
Developing appropriate models for ensuring on-going change  
Implementation and enabling of strategic change  
Justification and evaluation of strategic change*

## **Learning Activities**

Seminars; tutorials; workshops; interactive seminars using case study analysis and videos; private study.

## **Notes**

The module incorporates the study of change from the perspectives of the organisation and focuses on operations management and strategic quality change. It is a module that requires students to understand overall concepts of organisational change, the theories and implications, via case study work and assessment. It also drills down on the specific issue of operations management and quality- how can quality management be improved and the strategic quality systems of an organisation be improved through change processes.