Liverpool John Moores University

Title:	CHANGE MANAGEMENT AND LOCAL GOVERNMENT
Status:	Definitive
Code:	**7500GWCHM** (117060)
Version Start Date:	01-08-2011

Owning School/Faculty:	Liverpool Business School
Teaching School/Faculty:	Gwynedd Council

Team	emplid	Leader
Patricia Harrison		Y

Academic Level:	FHEQ7	**Credit Value:**	15.00	**Total Delivered Hours:**	32.00
Total Learning Hours:	150	**Private Study:**	118		

Delivery Options

Course typically offered: Standard Year Long

Component	Contact Hours
Workshop	32.000

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	Report	3,000 word report.	100.0	

Aims

The module considers a wide range of issues relating to change within organisations. It will equip students with some of the skills needed to cope with change at a personal level and also manage the process within an organisation. The importance of using projects to initiate change will be emphasised and students made aware of the need to encourage innovation within organisations.

Learning Outcomes

After completing the module the student should be able to:

LO 1   Understand and define the nature of the change process.
LO 2   Use a range of management and leadership tools applicable to the management of change situations.
LO 3   Explain how organisations can respond effectively to change.
LO 4   Appraise the underlying principles and critical techniques necessary for managing change.
LO 5   Design strategies to deal with resistance to change.

Learning Outcomes of Assessments

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

Report	LO 1	LO 2	LO 3	LO 4	LO 5

Outline Syllabus

Identification of the sources of change influencing organisations, managers and employees.
Prescriptive and emergent change models.
Strategies for dealing with change.
Culture and change.
Use of projects to encourage the change process.
Development of change management skills: information gathering; dealing with resistance; leading effective change, participative approaches to change.
Local government management.
Learning organization and change management.

Learning Activities

Primarily workshops.

References

Course Material	Book
Author	Baker, D
Publishing Year	2007
Title	Strategic Change Management in Public Sector Organisations
Subtitle	
Edition	
Publisher	Oxford Chandos Publishing
ISBN	1843341417

Course Material	Book

Author	Hughes, M
Publishing Year	2006
Title	Change Management
Subtitle	A Critical Perspective
Edition	
Publisher	McGraw-Hill
ISBN	1843980703

Course Material	Book
Author	Hayes, J
Publishing Year	2006
Title	The Theory and Practice of Change Management
Subtitle	
Edition	2nd edition
Publisher	Palgrave
ISBN	1403992983

Course Material	Book
Author	Bumes, B
Publishing Year	2004
Title	Managing Change
Subtitle	
Edition	
Publisher	Financial Times Press
ISBN	100273683365

Course Material	Book
Author	Rashid, N
Publishing Year	1999
Title	Managing Performance in Local Government
Subtitle	
Edition	
Publisher	London, Kogan Page
ISBN	0749429151

Course Material	Journal / Article
Author	
Publishing Year	
Title	People Management
Subtitle	
Edition	
Publisher	
ISBN	

Course Material	Journal / Article
Author	
Publishing Year	

Title	Harvard Business Review
Subtitle	
Edition	
Publisher	
ISBN	

Course Material	Journal / Article
Author	
Publishing Year	
Title	International Journal of Change Management
Subtitle	
Edition	
Publisher	
ISBN	

Course Material	Journal / Article
Author	
Publishing Year	
Title	Journal of Management Studies
Subtitle	
Edition	
Publisher	
ISBN	

Notes

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Relationships between learning outcomes and assessment tasks:

Students will be required to produce a report (3000 words) critically analysing some aspect(s) of the course as it relates to their organisation. This should evaluate how a change has been introduced or demonstrate how a proposed change process will be managed. Class activities will provide formative assessment which will inform the final summative assessment.