

Liverpool John Moores University

Title: CHANGE MANAGEMENT AND LOCAL GOVERNMENT
Status: Definitive
Code: **7504ANGAG** (100360)
Version Start Date: 01-08-2011

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

Team	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
Online	32.000

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	AS1	3000 word report including 10% for reflections	100.0	

Aims

To provide participants with an understanding of the nature of organisational change; the role of the local government manager in dealing with that change and skills which will allow them to contribute positively to the change process.

Learning Outcomes

After completing the module the student should be able to:

- 1 Discuss a range of models that describe the change process.

- 2 Use a range of management and leadership tools applicable to the management of change situations.
- 3 Explain how organisations can respond effectively to change.
- 4 Appraise the underlying principles and critical techniques necessary for managing change.
- 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 1 2 3 4 5

Outline Syllabus

Identification of the sources of change influencing organisations, managers and employees.

Prescriptive and emergent change models.

Strategies for dealing with change at an individual level.

Use of projects to encourage the change process.

The Learning Organisation.

Development of change management skills: information gathering; dealing with resistance; leading effective change.

Local government management.

Learning Activities

Lectures, tutorials, 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	4th edition
Publisher	Financial Times Press
ISBN	100273683365

Course Material	Book
Author	Senge, P et al
Publishing Year	1995
Title	The Fifth Discipline Fieldbook
Subtitle	Strategies and Tools for Building a Learning Organisation
Edition	
Publisher	London Nicholas Brearley Publishing
ISBN	1857880609

Course Material	Book
Author	Senge, P M
Publishing Year	1990
Title	The Fifth Discipline
Subtitle	The Art and Practice of the Learning Organisation
Edition	
Publisher	Century
ISBN	0-7126-9885-X

Course Material	Book
Author	(Journal) People Management
Publishing Year	0
Title	
Subtitle	
Edition	

Publisher	
ISBN	

Course Material	Book
Author	(Journal) Harvard Business Review
Publishing Year	0
Title	
Subtitle	
Edition	
Publisher	
ISBN	

Course Material	Book
Author	(Journal) International Journal of Change Management
Publishing Year	0
Title	
Subtitle	
Edition	
Publisher	
ISBN	

Course Material	Book
Author	(Journal) Journal of Management Studies
Publishing Year	0
Title	
Subtitle	
Edition	
Publisher	
ISBN	

Notes

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 will be made aware of the need to encourage innovation within organisations.

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. The report should include a reflection section, worth 10% of the marks, discussing the students own learning on the module.

Class activities will provide formative assessment which will inform the final summative assessment.

