Liverpool John Moores University

Title:	CHANGE MANAGEMENT AND LOCAL GOVERNMENT
Status:	Definitive
Code:	7504ANGHR (119797)
Version Start Date:	01-08-2013
Owning School/Faculty: Teaching School/Faculty:	Liverpool Business School Liverpool Business School

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
Workshop	32.000

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	AS1	3000 word individual assignment	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, including project management, 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 and design strategies to deal with resistance to change
- 4 Appraise the underlying principles and critical techniques necessary for managing change.
- 5 Identify areas for the appliction of project management concepts and apply appropriate project management methods and tools

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. Project management concepts, methods and techniques The Learning Organisation. Development of change management skills: information gathering; dealing with resistance; leading effective change. Local government management.

Learning Activities

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	2010

Title	Change Management
Subtitle	A Critical Perspective
Edition	2nd edition
Publisher	McGraw-Hill
ISBN	1843980703

Course Material	Book
Author	Hayes, J
Publishing Year	2010
Title	The Theory and Practice of Change Management
Subtitle	
Edition	3rd edition
Publisher	Palgrave
ISBN	

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Course Material	Book
Author	Maylor, H
Publishing Year	2010
Title	Project Management
Subtitle	
Edition	4th edition
Publisher	London Pitman
ISBN	

Course Material	Journal / Article
Author	(Journal) People Management
Publishing Year	0
Title	
Subtitle	
Edition	
Publisher	
ISBN	

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

Course Material	Journal / Article
Author	(Journal) International Journal of Change Management
Publishing Year	0
Title	
Subtitle	

Edition	
Publisher	
ISBN	

Course Material	Journal / Article
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.