

# CHANGE AND INNOVATION MANAGEMENT

INFORMATION	
Campus Site	Stenden South Africa (SSA)
Department	International Hospitality Management
Target Groups	ITM, LM, IHM, CE, IBMS, RBS, IOM, P&A
Minor coordinator	Lukanyo Stemele: lukanyo.stemele@stenden.com
Entry level and Conditions	(Conditional) Positive Study Advice
Availability	Module 1&3 / Minimum of 6 applicants

## INTRODUCTION NICHE MARKET

In order to attain a competitive edge in the international arena, organisations need to design and implement effective Change Management practises. These practises need to sure guard that knowledge is managed effectively, performance management is conducted, global talent is developed and a fair rewarding system in the global context is developed.

## INTRODUCTION MINOR

All organisations are currently undergoing some type of change. Many of these change programmes are informed by management theories such as culture change, business process engineering, empowerment and total quality. Other change initiatives are driven by the need for organisations to reposition themselves in the face of changing competitive conditions. The pace of change is ever increasing. Living with change and managing change is a constant.

## EDUCATIONAL METHOD

- Lectures on ( change strategies, change models, coping cycle to change, interpersonal relations impact on change)
- A weekly case study in which you confront theory with practise;
- The presentation of theories to co-students which have impacted the world both in speech as well as on paper. These are called "Student-led seminars";
- A module assignment called "organisational change management plan";
- Guest lectures from change management experts.
- Field trips to industries that are currently undergoing change

## OBJECTIVES

The goal of the minor is that the student at the end of the module is able to draw up and defend an organisational change management plan. The theoretical principle behind the minor Change and Innovation is that the organisation and the environment continuously influence and interact with each other.

## ASSESSMENT ACTIVITIES

You can earn 15 EC's for this module. You will be assessed by means of a Change Management plan (for a business), Student Seminars and cases this is all interlinked.

