

“Innovation is Change that Unlocks New Value!” - Jamie Notter

All organizations currently undergo some form of change. Many of these change programmes are informed by management theories such as culture change, business processes, empowerment, leadership and total quality.

Personal talents of people dictate together the amount of success of an organization. It is important that attention is paid to each unique talent available and that this talent is matched to motivation.

An organization has a real opportunity to excel when personal objectives of staff are aligned with the objectives of an organization. This process involves dedication and will. People make the difference and not ‘the organization’. Managers that build upon the personal values and passions of the employees, get dedication, flexibility and vision in return. With those you can create resilient organizations ready for any changes or opportunities.

About This Module

The module is about the set up around the current theories on Change Management and Organizational Development and the importance of the personal approach. The students will obtain the knowledge and skills to assess reality and to play their part in change processes. The programme expands on the knowledge obtained in other parts of the curriculum regarding change management. HRM policy and Leadership in organizations can be designed in such manner that expensive change projects become obsolete because the power to innovate is strengthened.

Industry experience from guest lectures and field trips provide students with a new insight into how organizations, hotel industry, entertainment industry and engineering industry manage changes within their workplace. Students are also encouraged to work independently and do their own research.

Examination

You will analyze the current situation and create a plan of approach which forms the organizational change management plan. In addition, weekly case analysis, discussions and reports are provided during the student led seminars.

Corporate Group Learning plays a crucial role in the class since you will be given the opportunity to be analytical and creative in your thinking. This is supported by Lectures and guest lectures from Industry as well as excursions into the field. Research forms part of the module as a module assignment where you work as a team with your peers.