1. **Title of the module**

BUSN9122 (CB9122) Leadership and Change Management

1. **School or partner institution which will be responsible for management of the module**

Kent Business School

1. **The level of the module (Level 4, Level 5, Level 6 or Level 7)**

Level 7

1. **The number of credits and the ECTS value which the module represents**

15 credits (7.5 ECTS)

1. **Which term(s) the module is to be taught in (or other teaching pattern)**

Autumn

1. **Prerequisite and co-requisite modules**

None

1. **The programmes of study to which the module contributes**

MSc Management

1. **The intended subject specific learning outcomes.  
   On successfully completing the module students will be able to:**

8.1 Demonstrate advanced understanding of principles, concepts, and methods of change management in organisations; the change management process and change planning.

8.2 Demonstrate an ability to critically evaluate the role of a leader in change management.

8.3 Critically evaluate change management plans in different business environments.

8.4 Critically evaluate contemporary issues in managing and leading change.

1. **The intended generic learning outcomes.  
   On successfully completing the module students will be able to:**

9.1 Critically apply analytical frameworks to make decisions in complex and unpredictable situations and environments.

9.2 Effectively apply analytical models to demonstrate problem solving skills and originality in tackling and solving problems.

9.3 Demonstrate an ability to work pro-actively with others to formulate solutions.

9.4 Effectively communicate their conclusions, and the thinking underlying them.

1. **A synopsis of the curriculum**

This module will utilise domestic and international companies to shed light on change management issues, and models of change and therefore allows students to gain understanding of leadership and change in organisations and subjects covered will typically include:

* Understanding change management.
* The role of change agents including management consultants.
* Examine the core issues involved in leading change.
* Organisations and key stakeholders to deliver change and organisational success.
* Contemporary issues in change management.

1. **Reading list (Indicative list, current at time of publication. Reading lists will be published annually)**

Essential Reading:

Burnes, B. (2014) Managing Change, (6th Edn.), Harlow: Pearson.

Shaw, P. (2002) Changing Conversations in Organizations: A Complexity Approach to Change. London: Routledge.

Additional Reading:

Day, D. (Ed.). (2014). The Oxford handbook of leadership and organizations. Oxford: Oxford University Press.

Hayes, J. (2014). The theory and practice of change management. Basingstoke: Palgrave Macmillan.

Henry, J., & Mayle, D. (Eds.) (2002). Managing innovation and change. (2nd Edn.) Milton Keynes: Open University Press.

Senior, B. & Fleming, J. (2005). Organisational change (3rd Edn.), London: Prentice Hall.

Thornhill, A., Lewis, P., Millmore, M., & Saunders, M. (2000). Managing change: A human resource strategy approach, London: FT Prentice Hall.

It is also expected that students engage with key academic marketing journals (examples include Academy of Management Review, Academy of Management Journal, Administrative Science Quarterly, Harvard Business Review, Organization Science, Organization Studies, Organization, Academy of Management Executive, Human Relations, Journal of Organizational Change Management, Journal of Organizational Behavior).

1. **Learning and teaching methods**

Total contact hours: 24

Private study hours: 126

Total study hours: 150

1. **Assessment methods**
   1. Main assessment methods

Group Presentation (30%)

Individual Written Report (3000 words) (70%)

13.2 Reassessment methods

Reassessment Instrument:100% coursework

1. **Map of module learning outcomes (sections 8 & 9) to learning and teaching methods (section12) and methods of assessment (section 13)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Module learning outcome** | *8.1* | *8.2* | *8.3* | *8.4* | *9.1* | *9.2* | *9.3* | *9.4* |
| **Learning/ teaching method** |  |  |  |  |  |  |  |  |
| *Private Study* | x | x | x | x | x | x | x | x |
| *Lecture* | x | x | x | x |  |  | x | x |
| *Seminar* | x | x | x | x | x | x | x | x |
| **Assessment method** |  |  |  |  |  |  |  |  |
| *Group oral presentation* | x | x | x | x | x | x | x |  |
| *Individual written report* | x | x | x | x | x | x | x | x |

1. **Inclusive module design**

The School recognises and has embedded the expectations of current equality legislation, by ensuring that the module is as accessible as possible by design. Additional alternative arrangements for students with Inclusive Learning Plans (ILPs)/declared disabilities will be made on an individual basis, in consultation with the relevant policies and support services.

The inclusive practices in the guidance (see Annex B Appendix A) have been considered in order to support all students in the following areas:

a) Accessible resources and curriculum

b) Learning, teaching and assessment methods

1. **Campus(es) or centre(s) where module will be delivered**

Medway

1. **Internationalisation**

The lecture contents and cases for seminars reflect both domestic (UK/) and international perspectives**.** Assessments will be based on international businesses, such as multinational enterprises (MNEs), and Small and medium-sized enterprises (SMEs). Group work will also help to create space and opportunities for students from different backgrounds to learn and share their experiences.

**FACULTIES SUPPORT OFFICE USE ONLY**

**Revision record – all revisions must be recorded in the grid and full details of the change retained in the appropriate committee records.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Date approved | Major/minor revision | Start date of the delivery of revised version | Section revised | Impacts PLOs (Q6&7 cover sheet) |
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Revised FSO Jan 2018