



Exchange programme Vrije Universiteit

Vrije Universiteit Amsterdam - Exchange programme Vrije Universiteit - 2022-2023

Exchange

Vrije Universiteit Amsterdam offers many English-taught courses in a variety of subjects, ranging from arts & culture and social sciences, neurosciences and computer science, to economics and business administration.

The International Office is responsible for course approval and course registration for exchange students. For details about course registration, requirements, credits, semesters and so on, please [visit the exchange programmes webpages](#).

Leading Organizational Change

Course Code	E_IBK3_LOC
Credits	6.00
Period	P4
Course Level	300
Language Of Tuition	English
Faculty	School of Business and Economics
Course Coordinator	dr. K.A. Stephenson
Examiner	dr. K.A. Stephenson
Teaching Staff	dr. K.A. Stephenson
Teaching method(s)	Seminar, Lecture, Instruction course

Course Objective

Leading organizational change 3.4 is an introductory guide for future change agents in organizations. Organizational transformations are events where leadership and change management are key to success. Through this course, students will engage with the most recent scientific knowledge on change management as well as develop the skills that they will need "on the ground" as a leader of change. This course's unique focus on leadership of change will help you navigate yourself and others through uncertainty.

After successfully accomplishing Leading Organizational Change you will be able to...

- systematically analyze a practical change-related problem and come up with a plan of action, and develop the sensitivity necessary to use the right arguments for different audiences. (Academic & Research Skills)
- be familiar with the generative processes that give rise to leadership, planned organizational change, and the connection between these two. (Bridge theory and practice)
- be familiar with the practical problems which business leaders and change consultants face when managing organizational change. (Bridge theory and practice)
- recognize and deal with the unique challenges and contingencies that come with different types of organizational change.
- work in a new team, 'read' the social environment, and the skills to give a presentation in a simulated business environment, where different stakeholders hold different values and beliefs and have different interests. (Social Skills, Self-awareness)
- be more aware of one's tendencies as a leader and follower in different organizational change situations. (Broaden your awareness)

Course Content

After completing this module you will have a basic understanding of the challenges organizational changes pose for leaders, as well as how to continue developing yourself as a future leader of change.

We cover topics of different perspectives on organizational change, leading change, change communication, and resistance.

Additional Information Teaching Methods

Each week we have multiple meetings designed to help you develop yourself as a change leader in different ways. During theoretical lectures, you will engage with theories of organizational change and leadership. On during practical lectures you will learn and tinker with tools for diagnosing, planning, implementing, and reflecting on change.

During the tutorials, you take the wheel and practice leading the class's learning.

Method of Assessment

You are assessed in three ways in this course:

1. A written exam that focuses on (1) being able to describe theories and definitions related to leading change, (2) being able to compare different theories and perspectives, and (3) being able to apply the knowledge in a specific context (e.g., choosing the appropriate change strategy in a particular case).
2. A team change leader report, which entails a written report and presentation. You and your team will act as a team of consultants delivering a change plan related to a challenge an organization is facing.
3. A classroom leadership presentation wherein you teach the class the content of an article.

Literature

Textbook:

Sveningsson, S., & Sörgärde, N. (2019). *Managing Change in Organizations: How, what and why?*. SAGE Publications Limited.

Weekly 2 academic articles (to be announced!)

Recommended background knowledge

BK: 1.5 HRM & OB; 2.5 BRM II – Quantitative

IBA: 2.1 HRM & OB; 2.4 HRM Practices – A Global Perspective; 2.4 BRM I – Quantitative