

# WM016-10 Leading Change

**20/21**

**Department**

WMG

**Level**

Taught Postgraduate Level

**Module leader**

Andrew Sparks

**Credit value**

10

**Module duration**

1 week

**Assessment**

Multiple

**Study location**

University of Warwick main campus, Coventry

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## Description

### Introductory description

To give students a fundamental understanding of change and the skills and behaviours necessary to lead strategic change, cultural change, and specific change initiatives.

### Module aims

To give students a fundamental understanding of change and the skills and behaviours necessary to lead strategic change, cultural change, and specific change initiatives.

### Outline syllabus

This is an indicative module outline only to give an indication of the sort of topics that may be covered. Actual sessions held may differ.

The Need for Change

The Why of Change

Motivations for Change

Personal styles of leadership

Requirements for effective leadership

Individual Difference and Communication

People and Change - understanding what happens when people go through change

Models for change  
Tools and Techniques for Managing Change  
Measures of change  
Leading in different cultural contexts (personal and organisational)  
Sustaining organisational change

## Learning outcomes

By the end of the module, students should be able to:

- Recognise and explain the need for change.
- Select and apply strategic approaches to change appropriately
- Plan, implement and lead a change more effectively including appropriate involvement and communication.
- To recognise how leaders can gain engagement to change, and overcome any resistance.

## Indicative reading list

N/A

[View reading list on Talis Aspire](#)

## Subject specific skills

Managing change

## Transferable skills

Strategic analysis, Leadership, Communication skills, Team working, Presentation skills

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## Study

### Study time

| Type           | Required                               |
|----------------|--|
| Lectures       | 15 sessions of 1 hour 30 minutes (13%) |
| Seminars       | 5 sessions of 1 hour 30 minutes (4%)   |
| Other activity | 70 hours (41%)                         |
| Assessment     | 70 hours (41%)                         |
| Total          | 170 hours                              |

### Private study description

No private study requirements defined for this module.

## Other activity description

Self study of 70 hours required to produce Post Module Assignment

## Costs

No further costs have been identified for this module.

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## Assessment

You do not need to pass all assessment components to pass the module.

### Assessment group A1

|   | <b>Weighting</b> | <b>Study time</b> |
|---|------------------|-------------------|
| Assessed work as specified by department<br>5000 words post module assignment | 100%             | 70 hours          |

### Assessment group R

|   | <b>Weighting</b> | <b>Study time</b> |
|---|------------------|-------------------|
| Assessed work as specified by department<br>100% assignment | 100%             |                   |

## Feedback on assessment

Feedback sheet for each student providing feedback on written assignment. Verbal follow up if necessary.

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## Availability

### Courses

This module is Core optional for:

- Year 1 of TESS-H1ZW Postgraduate Taught Programme and Project Management
- TESS-H7PT Postgraduate Taught Programme and Project Management (Hong Kong)
  - Year 1 of H7PT Programme and Project Management (Hong Kong)
  - Year 1 of H7PT Programme and Project Management (Hong Kong)

This module is Core option list A for:

- Year 1 of TWMS-H7BF Postgraduate Supply Chain and Logistics Management (Hong Kong)
- Year 1 of TWMS-H7BG Postgraduate Supply Chain and Logistics Management (awarded jointly with Hong Kong Polytechnic University)
- Year 1 of TESS-H7PE Postgraduate Taught Supply Chain and Logistics Management (Overseas and Self-Financing)
- Year 1 of TWMS-H7A1 Postgraduate Taught Supply Chain and Logistics Management (Singapore)
- Year 1 of TESS-H7PN Postgraduate Taught Supply Chain and Logistics Management (Thailand)

This module is Core option list B for:

- Year 1 of TWMS-H1Y2 Postgraduate Taught Innovation and Entrepreneurship
- Year 1 of TWMS-H7A5 Postgraduate Taught Programme and Project Management (China)
- Year 1 of TWMS-H7B4 Postgraduate Taught Programme and Project Management (Singapore)

This module is Core option list C for:

- Year 1 of TESS-H1PT Postgraduate Taught Engineering Business Management (Awarded Jointly with Hong Kong Polytechnic Uni)

This module is Option list A for:

- Year 1 of TESS-H1X6 Postgraduate Taught Programme and Project Management
- Year 1 of TESA-H7PD Postgraduate Taught Supply Chain and Logistics Management (Home Fees)

This module is Option list B for:

- Year 1 of TWMS-H6C5 Postgraduate Cyber Security and Management (Malaysia)
- Year 1 of TESS-H1PU Postgraduate Taught International Technology Management
- Year 1 of TESS-H6C4 Postgraduate Taught International Technology Management (Hong Kong)
- Year 1 of TWMS-H1Y8 Postgraduate Taught Service Management and Design
- Year 1 of TWMS-H1Y9 Postgraduate Taught Service Management and Design (Hong Kong)

This module is Option list C for:

- Year 1 of TESS-H1P2 Postgraduate Award in Engineering Business Management
- Year 1 of TESS-H1X0 Postgraduate Award in Taught Engineering Business Management (Hong Kong)
- Year 1 of TWMA-H1NB Postgraduate International Trade, Strategy and Operations
- Year 1 of TWMS-H7BE Postgraduate Service Management and Design (Thailand)
- Year 1 of TESA-H1P7 Postgraduate Taught Engineering Business Management
- Year 1 of TESS-H1P1 Postgraduate Taught Engineering Business Management
- Year 1 of TESS-H1P3 Postgraduate Taught Engineering Business Management (Hong Kong) Warwick Award

- Year 1 of TESS-H1PS Postgraduate Taught Engineering Business Management (Singapore)
- Year 1 of TESS-H1PI Postgraduate Taught Engineering Business Management (Thailand)