

WM016-10 Leading Change

22/23

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

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:

- Analyse and identify the pressures for organisational change.
- Analyse a need for change within an organisation, in order to select and apply an appropriate strategic change management approach.
- Lead a change effectively, demonstrating appropriate planning, involvement and communication.
- Discuss with reference to academic literature, how to overcome resistance and gain engagement to change, within an organisational context.

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

Study

Study time

Type	Required
Lectures	20 sessions of 1 hour 30 minutes (30%)
Online learning (independent)	10 sessions of 1 hour (10%)
Other activity	15 hours (15%)
Assessment	45 hours (45%)
Total	100 hours

Private study description

No private study requirements defined for this module.

Other activity description

Private study, reading etc.

Costs

No further costs have been identified for this module.

Assessment

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

Assessment group A2

	Weighting	Study time
Applying theory to actual company 2200 words post module assignment	90%	40 hours
Reflection Written 600 words, reflecting on application of taught material in the context of their experience of change	10%	5 hours

Assessment group R1

	Weighting	Study time
Post module reassessment 100% Post Module Assessment	100%	

Feedback on assessment

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

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)