

# WM907-15 Leading Change

**20/21**

**Department**

WMG

**Level**

Taught Postgraduate Level

**Module leader**

Andrew Sparks

**Credit value**

15

**Module duration**

1 week

**Assessment**

Multiple

**Study location**

University of Warwick main campus, Coventry

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## Description

### Introductory description

Businesses are facing increasingly complex and ambiguous futures. This module helps participants to create a successful future for themselves and their teams. This module emphasises the importance of leading oneself and others to create great customer experiences and the application of contemporary concepts in leadership, change and their interrelationship.

### Module aims

Businesses are facing increasingly complex and ambiguous futures. This module helps participants to create a successful future for themselves and their teams. This module emphasises the importance of leading oneself and others to create great customer experiences and the application of contemporary concepts in leadership, change and their interrelationship.

### 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 new leadership

Contemporary models of Change

The strategic context

Appreciative approaches, positive psychology, strengths and resilience

Emotions at work

Personal and organisational transformation

Decision making in complexity and uncertainty

## **Learning outcomes**

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

- Understand and critically evaluate modern concepts of leadership and contemporary models of Change
- Understand and discuss the strategic context of leadership and change
- Understand and apply appreciative approaches, positive psychology, strengths and resilience
- Understand and critically discuss emotions at work
- Understand how to achieve personal and organisational transformation
- Develop the ability to make decisions in complex and uncertain environments

## **Indicative reading list**

Making sense of Change Management – Cameron and Green

Appreciative Inquiry for Change Management: Using AI to Facilitate Organizational Development - Sarah Lewis, Jonathan Passmore and Stefan Cantore

Understanding Change: Theory, Implementation and Success - Linda Holbeche

Leading Change – Why Transformation efforts Fail. Kotter, HBR, Jan 2007

## **Subject specific skills**

Organisational change management

## **Transferable skills**

Critical thinking, problem solving, self-awareness, communication (verbal and written), teamwork and working effectively with other, information literacy (research skills), ethical values, intercultural awareness, professionalism and organisational awareness.

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## **Study**

## **Study time**

Type	Required
Lectures	29 sessions of 1 hour (19%)
Practical classes	8 sessions of 1 hour (5%)
Other activity	38 hours (25%)
Assessment	75 hours (50%)
Total	150 hours

### Private study description

No private study requirements defined for this module.

### Other activity description

30 hours maintaining a self-reflective log-book

8 hours pre-reading

### 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 A1

	Weighting	Study time
Assessed work as specified by department	100%	75 hours

A coursework of approximately 6,000 words. Students will be required to examine a relevant situation or practice within their company, undertake an analysis, apply theory and concepts from the background academic literature, compare best practice approaches to addressing issues and challenges, and make recommendations as to the applicability and likely efficacy of such approaches within the company context. This will constitute 100% of total assessment.

### Assessment group R

	Weighting	Study time
Assessed work as specified by department	100%	
100% Post Module Assessment		

## **Feedback on assessment**

Immediate oral feedback will be provided after case studies / practical workshops, which will be focussed upon the learning targets of each session. Feedback will also be provided to any questions which arise from students with the lecture session.

Written feedback of approximately 150-250 words will be provided for the Post-Module Assignment within a four week period after the date of submission. This feedback will be focussed upon the strengths and weaknesses of the work with regard to the module learning objectives and the post-module assignment marking guidelines. Suggestions for improvement will also be provided.

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## **Availability**

### **Courses**

This module is Core optional for:

- Year 1 of TESS-N1PX Postgraduate Award in Business Leadership

This module is Optional for:

- Year 1 of TESS-H1P1 Postgraduate Taught Engineering Business Management