

## SAMPLE COURSE OUTLINE

### Course Code, Number, and Title:

BUSM 4840: Organization and Change

### Course Format:

[Course format may vary by instructor. The typical course format would be:]

Lecture 4 h + Seminar 0 h + Lab 0 h

**Credits:** 3

**Transfer credit:** For information, visit [bctransferguide.ca](http://bctransferguide.ca)

### Course Description, Prerequisites, Corequisites:

This course examines the underlying concepts, principles, and assumptions of organizational change. Macro factors such as organizational structure, corporate culture, politics and leadership, and their impact on effecting permanent change will be explored. A framework will then be developed around understanding the change process, models for managing change, the development of specific skills to manage change, the human side of change, and the transition process.

Prerequisites: BUSM 4805 and BUSM 4820 with a minimum "C" grade, or NURS 5150 with a minimum "C" grade

Corequisites: None

*Registration in this course is restricted to students admitted to the Post Degree Diploma in Business Management Program or the Post Degree Certificate in Diversity and Inclusion Leadership.*

NOTE: Students may receive credit for only one of BUSM 4120 and BUSM 4840. BUSM 4120 may not be used to satisfy the BUSM 4840 requirement.

### Learning Outcomes:

Upon successful completion of this course, students will be able to:

- Outline the fundamental organization development process and apply it in an organizational change setting.
- Articulate an individual's strengths and challenges as a person and leader of change.
- Articulate the process and applicability of one key organization development model.
- Identify the different demands and the competencies required to lead change effectively.
- Articulate issues, considerations and constraints inherent in leading change in an organization.
- Describe the nature of organizational learning and techniques managers can use to leverage collective knowledge and experience.

snəwəyət̚ leləm̚ Langara College acknowledges that we are located on the unceded territory of the Musqueam people.

**Instructor(s): TBA**

**Office: TBA      Phone: 604 323 XXXX      Email: TBA**

**Office Hours: TBA**

**Textbook and Course Materials:**

[Textbook selection may vary by instructor. An example of texts and course materials for this course might be:]

Palmer, Dunford, Buchanan. "Managing Organizational Change- a multiple perspectives approach", 3<sup>rd</sup> edition. McGraw Hill. 2017.

*Note: This course may use an electronic (online) instructional resource that is located outside of Canada for mandatory graded class work. You may be required to enter personal information, such as your name and email address, to log in to this resource. This means that your personal information could be stored on servers located outside of Canada and may be accessed by U.S. authorities, subject to federal laws. Where possible, you may log in with an email pseudonym as long as you provide the pseudonym to me so I can identify you when reviewing your class work.*

**Assessments and Weighting:**

**Final Exam 25%**

**Other Assessments %**

**(An example of other assessments might be:) %**

Midterm Exam: 15%

Assignments: 25%

Project (groups): 20%

Participation: 15%

Additional Information:

Number of assignments: 3 individual + 1 group project

Participation format: In class cases with discussion and presentation + online discussion posts

Number and type of writing assignments: 4 cases reports (3 individual and 1 group)

Proportion of Individual and Group work

Individual: 80%

Group: 20%

*This generic outline is for planning purposes only.*

**Grading System:** Letter grade

Specific grading schemes will be detailed in each course section outline.

Passing grade: D

**Topics Covered:**

[Topics covered may vary by instructor. An example of topics covered might be:]

THE CONTEXT AND MEANING OF CHANGE

- Organizations and their changing environments
- The nature of organizational change

ORGANIZATIONS FOR CHANGE

- Organizational structure, design and change
- Cultures for change
- The politics of change
- The leadership of change

STRATEGIES FOR MANAGING CHANGE

- Hard systems models of change
- Soft systems models for change
- A changing future – factors for effective change

As a student at Langara, you are responsible for familiarizing yourself and complying with the following policies:

**College Policies:**

[E1003 - Student Code of Conduct](#)

[F1004 - Code of Academic Conduct](#)

[E2008 - Academic Standing - Academic Probation and Academic Suspension](#)

[E2006 - Appeal of Final Grade](#)

[F1002 - Concerns about Instruction](#)

[E2011 - Withdrawal from Courses](#)

**Departmental/Course Policies:**

*This generic outline is for planning purposes only.*