

# **HCM507 Leading Change and Managing Transitions**

**Level:** 5

**Credit Units:** 5 Credit Units

**Language:** ENGLISH

**Presentation Pattern:** EVERY JAN

## **Synopsis:**

HCM507, Leading Change and Managing Transitions, examines the different types and approaches to change, the need for change, preparing for organizational transitions and structural shifts (e.g., M&A, downsizing, new leadership), John Kotter's eight stages of leading change, implementation of change, reactions to change, why organizations fail in transforming themselves, successful change and the forces that drive it, as well as how to stay competitive through turbulent change. It also offers different strategies to help employees reduce stress and anxiety.

## **Topics:**

- HR's role as a change agent
- The dimensions of change
- Why organizations change
- What changes in organizations
- Diagnosis for change
- Resistance to change
- Implementing change
- Linking vision and change
- Strategies for communicating change
- Skills for communicating change
- Building an adaptable workforce
- How to sustain change

## **Textbooks:**

Ian Palmer, Richard Dunford, Gib Akin: Managing Organizational Change: A Multiple Perspectives Approach (3rd Edition) 3 McGraw Hill  
ISBN-13: 9781259255113

W. Warner Burke: Organization Change: Theory and Practice, 5th Edition 5 SAGE  
ISBN-13: 9781506386492

Ian Palmer, Richard Dunford, Gib Akin: Managing Organizational Change: A Multiple Perspectives Approach (3rd Edition) 3 McGraw Hill  
ISBN-13: 9781259255113-AA

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**Learning Outcome:**

- Discuss techniques for mapping when and where change is needed
- Assess the order of change and apply the 8-Stages Change Management process
- Formulate change trajectories, strategies, objectives and implementation plans
- Prepare a comprehensive stakeholder communication plan
- Examine sources for resistance to change and address employees' concerns

**Assessment Strategies:**

<b>Continuous Assessment Component</b>	<b>Weightage (%)</b>
TUTOR-MARKED ASSIGNMENT	20
GROUP BASED ASSIGNMENT	30
<b>Sub-Total</b>	<b>50</b>

<b>Examinable Component</b>	<b>Weightage (%)</b>
Written Exam	50
<b>Sub-Total</b>	<b>50</b>

**Weightage Total** **100**