UNIVERSITY
OF ECONOMICS AND HUMAN SCIENCES
IN WARSAW

Field of study:

Management

> **Subject: Change management strategy**

Level of study: graduate studies
System of study: Full-time
Profile of studies: general academic
Subject: Change management strategy

Form of classes and the ECTS points

	Number of hours	ECTS points	Credit
exercises	15		credit with mark
lectures	19		exam
Total	34	4	

Aims of teaching

The objective of the course is to provide students with the methodology of introduction and managing the changes by application the intervention and development technologies, formulation and analysis of the company's mission and transformation of the future state of the company, based on the joint-values of the stakeholders.

Intended learning outcomes

KNOWLEDGE

SYMBOL	DESCRIPTION	REFERENCE TO THE PROFILE OUTCOME
P_W1	Knowledge refers to a hard and soft changes in the organization and the methodology to introduce and to manage these changes on the organizational, intergroup, group and individual levels regarding behaviour, structure and context in the organization.	Zarz_WG01_Mgr Zarz_WG02_Mgr Zarz_WG05_Mgr Zarz_WG10_Mgr Zarz_WK01_Mgr Zarz_WK05_Mgr

SKILLS

SYMBOL	DESCRIPTION	REFERENCE TO THE PROFILE OUTCOME
P_U1	Students who have completed this program are able to apply managerial tools for introducing changes depending on the level of risk and feedback in the framework of the existing corporate culture in the organization and meeting the type of the future change.	Zarz_UW01_Mgr Zarz_UW02_Mgr Zarz_UW06_Mgr Zarz_UW07_Mgr Zarz_UW10_Mgr Zarz_UW11_Mgr Zarz_UK01_Mgr Zarz_UK02_Mgr Zarz_UO01_Mgr Zarz_UO02_Mgr Zarz_UU01_Mgr Zarz_UU02_Mgr

SOCIAL COMPETENCES

SYMBOL	DESCRIPTION	REFERENCE TO THE PROFILE OUTCOME
P_K1	Students develop abilities to generate combined innovative outputs as a result of application iceberg change management; root cause analysis; the method of garlands of chance and association for building the ideal organizational culture environment in the context of clear and motivated feedback.	Zarz_KK01_Mgr Zarz_KK02_Mgr Zarz_KO05_Mgr

Course content

NUMBER	DESCRIPTION	FORM OF CLASSES	NUMBER OF HOURS
1	Types of organizational changes - definitions, characteristics and ability to recognize on practical examples (system technology of intervention)	exercises lectures	0 / 4 4 / 4
2	Organizational change as a new opportunity or limitation? – organizational development	exercises lectures	2 / 4 2 / 4
3	Crisis and conflict in organization vs change - practical exercises - case studies – corporate culture typology of Deal and Kennedy, Pugh matrix of organizational structure	exercises lectures	2 / 4 2 / 4
4	How to strengthen organizations through change? The process of preparing, implementing and maintaining the change: Stakeholders analysis	exercises lectures	4 / 8 4 / 8
5	Practical tools and processes related to change management in business practice on the example of various practical situations: Iceberg Change Management; Root cause analysis; The method of garlands of chance and association.	exercises lectures	4 / 8 4 / 8
6	Organizational change as a new opportunity or limitation? - the critical importance of the human factor, leadership and organizational culture – Metacommunication and Feedback for Future Change Management Strategy	exercises lectures	3 / 6 3 / 6

Conditions of completion

EXERCISES

TYPE OF CREDIT	CREDIT INFLUENCE (IN %)
Exercises final credit	100

LECTURES

TYPE OF CREDIT	CREDIT INFLUENCE (IN %)
Exam (for the lecturers only)	100

Teaching methods

- brain storming

Reading (compulsory)

- Deal, T. E., & Kennedy, A. A.. Corporate cultures: The rights and rituals of organizational life. 1982
- Pugh, Derek S.. Dimensions of organization structure 1968
- Managing Change For Digital Work 2020. R. Retrieved from American Productivity and Quality Center 2020
- Best Practices to Increase Your Change Management Maturity. . Retreived from American Productivity and Quality Center 2019

Reading (additional)

- Mindell, Amy, and Arnold Mindell. Metaskills: The spiritual art of therapy 1995
- Kruger, W. . Excellence in Change: Wege zur strategischen 2009

Odniesienie efektów przedmiotowych do efektów kierunkowych, treści kształcenia, metod weryfikacji

SYMBOL	REFERENCE OF A GIVEN OUTCOME TO THE PROFILE OUTCOME	REFERENCE OF A GIVEN OUTCOME TO THE COURSE CONTENT	REFERENCE OF A GIVEN OUTCOME TO THE VERIFICATION METHODS
KNOWLEDGE			
P_W1	Zarz_WG01_Mgr Zarz_WG02_Mgr Zarz_WG05_Mgr Zarz_WG10_Mgr Zarz_WK01_Mgr Zarz_WK05_Mgr	1 2	Test
SYMBOL	REFERENCE OF A GIVEN OUTCOME TO THE PROFILE OUTCOME	REFERENCE OF A GIVEN OUTCOME TO THE COURSE CONTENT	REFERENCE OF A GIVEN OUTCOME TO THE VERIFICATION METHODS
SKILLS			
P_U1	Zarz_UW01_Mgr Zarz_UW02_Mgr Zarz_UW06_Mgr Zarz_UW07_Mgr Zarz_UW10_Mgr Zarz_UW11_Mgr Zarz_UK01_Mgr Zarz_UK02_Mgr Zarz_UO01_Mgr Zarz_UO02_Mgr Zarz_UU01_Mgr Zarz_UU02_Mgr	3 4 5 6	Duscussion Case study
SYMBOL	REFERENCE OF A GIVEN OUTCOME TO THE PROFILE OUTCOME	REFERENCE OF A GIVEN OUTCOME TO THE COURSE CONTENT	REFERENCE OF A GIVEN OUTCOME TO THE VERIFICATION METHODS
SOCIAL COMPETENCES			
P_K1	Zarz_KK01_Mgr Zarz_KK02_Mgr Zarz_KO05_Mgr	4 5 6	Discussion Case study