BUS 620 Managing Change
Doane College

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CLASS FORMAT: Blended – combines class meetings and online exercises. The class meetings for this class are Thursdays:

    October 27
    November 10
    November 24
    December 8

No later than October 15th I will e-mail an assignment to you that is due on October 27, the first class meeting, NO LATER THAN 5:00 pm. To complete this assignment, you will need the primary textbook for the course, Deep Change: Discovering the Leader Within. The details of the assignment will be sent to you.

None of the assignments for this course will require students to conduct research beyond the textbooks, the classroom activities, and their own personal experience and developing self-awareness.

COURSE DESCRIPTION: This is an integrative course that examines the relationship between innovation and the entrepreneur in the development and execution of new ideas. Students will be involved in the process of self-examination and leadership development. Topics include emotional intelligence, identifying personal strengths, leadership and self-deception, and keys to leading others.


You are expected to read ALL of these books you are given, in their entirety. You are not required to have read the books before the class begins, but you will have read them all by the time the course ends.
COURSE OBJECTIVES:

• Students will develop an understanding of power and self-interest, the driving forces behind change.
• Students will develop an understanding of incremental change and deep change, the differences between the two, and when each is appropriate.
• Students will learn and understand the personal change that is needed to move from manager to change leader.
• Students will learn the steps of the change process and will begin to understand the dynamics of change.
• Students will develop skills for strategic communication during the change effort.
• Students will develop skills for obtaining commitment, working with resistance, negotiating change, and implementing change.
• Students will develop skills for aligning individual effort with organizational goals.

ATTENDANCE POLICY: This class will be highly experiential and interactive. Therefore, class attendance is critical to the learning. There are only four class meetings, so you should not enroll for the course if you know in advance that you cannot attend one or more of the meetings. Once the class begins, the ideal is to never miss a class, but we know that life sometimes gets in the way of our plans. If you must be absent (and there had better be a very good reason), contact me to arrange to make-up the absence.

ACADEMIC INTEGRITY POLICY: In alignment with the Doane College Academic Policy, all projects should be representative of your own work. The use of others ideas and words without proper citation of the source is plagiarism. If you are in doubt about whether something constitutes plagiarism, please contact me. Failure to give proper credit to the source will result in an “F”. In addition, any other academic misconduct including cheating will result in an “F” for the course.