BUS 620 Managing Change
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The class meetings for this class are on Wednesdays. This course can be described as a “blended” course in that we will combine class meetings and online exercises.

As soon as you register for this course send me an email asking for the writing assignment. It is due by 6:00 PM on October 27. Our first class session is October 28. (Note that this is the second week of the term. We will NOT meet the first week of the term. This allows extra time to complete the initial assignment.) To complete this assignment, you will need the primary textbook for the course, Deep Change: Discovering the Leader Within. This assignment will be a series of questions based on the textbook. Most of the responses require your personal reflection. The assignment is easy in that there is no right or wrong answers but it will take quite a bit of time and deep reflection, so plan accordingly. 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.

TEXTBOOKS:
ISBN #: 0787902446

Additional books will be distributed to students during the course. A course fee will be added to the class for all the books except Deep Change. You are expected to read ALL of these books you are given, in their entirety. If you do not plan to read the books, don’t sign-up for the course. 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 end.

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 and there is no way to make-up class activities. 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 contact me to arrange to makeup the absence.

ACADEMIC INTEGRITY POLICY:
This policy requires that you immediately and cheerfully offer the benefit of your knowledge and skills to any fellow student who needs your help. If someone helps you, whether a fellow student, the author of a book/article, a family member, a pastor or priest, a coworker, a child, a pet, or anyone else, say that they helped you. That’s called citing a source. Always show respect for the ideas or words of others by giving them the credit. Failure to show respect will result in an “F”.