

## **MGT-515 MANAGING CHANGE FOR ORGANIZATIONAL DEVELOPMENT**

This course focuses on the theory and application of organizational change. The overall course objective is to provide knowledge and skills to function as effective change agents in organizations. This objective will be achieved by exposing you to a variety of real cases along with relevant existing theories. At the end the course, students shall be able to:

- ) Better understand both classic and contemporary organizational change concepts
- ) Be ready to use techniques for planned organizational change
- ) Acquire the sense of “being in the shoes” of managers facing situations of change and feel competent to deal with them

### **Course Contents:**

- ) The changing context of organizational change: Introduction to the course
- ) Our own responses to change & introduction to organizational culture
- ) How to manage when everything around the organization is changing
- ) Role of the leader and diagnosis for change
- ) What and how change happens in organizations
- ) The roles, careers, and work of consultants
- ) The recipients of change
- ) Implementing change: Organization Development, sense making approaches, change management contingency and process approaches.
- ) The conduct of large group interventions
- ) A vision for change
- ) Mergers and Acquisitions
- ) Communicating Change

### **Text Books:**

- ) Todd D. Jick & Maury A. Peiperl: *Managing Change*
- ) Cameron, K. S., & Quinn, R. E.: *Diagnosing and changing organizational culture*
- ) Palmer, I., Dunford, R., & Akin, G.: *Managing organizational change: A multiple perspectives approach*