Note:

Course content may be changed, term to term, without notice. The information below is provided as a guide for course selection and is not binding in any form, and should <u>not</u> be used to purchase course materials.

LIBERTY UNIVERSITY.

COURSE SYLLABUS

BMAL 504
LEADING ORGANIZATIONAL CHANGE

COURSE DESCRIPTION

This course examines the concepts and practices of both leadership and followership in order to create successful change.

RATIONALE

The School of Business seeks to equip the student with the necessary skills to solve complex management and leadership issues using effective management and leadership practices. In recent years, strategy theorists in organization, marketing, and economics have all indicated that the concept of change has been integral to their disciplines. Companies have concluded they have to build their capacity to respond and adapt to changing demands and opportunities. This requires a critical set of managerial skills, particularly the ability to manage change. This course will help the student develop and apply those skills.

I. PREREQUISITE

For information regarding prerequisites for this course, please refer to the Academic Course Catalog.

II. REQUIRED RESOURCE PURCHASE

Click on the following link to view the required resource(s) for the term in which you are registered: http://bookstore.mbsdirect.net/liberty.htm

III. ADDITIONAL MATERIALS FOR LEARNING

A. Computer with basic audio/video output equipment

B. Internet access (broadband recommended)

C. Microsoft Office

V.   **MEASURABLE LEARNING OUTCOMES**

Upon successful completion of this course, the student will be able to:

A.   Evaluate the theories and perspectives of organizational change.

B.   Propose how a manager applies the theories and perspectives of organizational change.

C.   Identify the role of the internal and external environment in driving or restraining change.

D.   Analyze the strategies to implement successful organizational change.

E.   Integrate biblical principles within the field of leadership.

VI.   **COURSE REQUIREMENTS AND ASSIGNMENTS**

A.   Textbook readings and lecture presentations

B.   Course Requirements Checklist
After reading the Course Syllabus and Student Expectations, the student will complete the related checklist found in Module/Week 1.

C.   Discussion Board Forums (4)
Discussion boards are collaborative learning experiences. Therefore, the student will create a thread in response to the provided prompt for each forum. Each thread must be at least 400 words, demonstrate course-related knowledge, and integrate at least 2 peer-reviewed articles. In addition to the thread, the student will reply to the threads of at least 3 classmates. Each reply must be at least 250 words and contain at least 1 citation from a peer-reviewed journal and 1 from the textbook.

D.   Case Study Response Paper (1)
The Case Study Paper will require the student to create a narrative that addresses the provided 'critical thinking prompts' in a logical manner and support this narrative by incorporating a minimum of 2 scholarly sources (published within the last 5 years) **in addition to** the course textbook and biblical integration. The Case Study response must a minimum of 500-words written in current APA format. A title page is NOT required. However, all sources must be properly referenced in APA format at the end of the paper. The paper will be submitted via SafeAssign.

E.   Consulting Proposals (2)
The student will write a 1000–1500-word consulting report in current APA format that focuses on the content as explained in the assignment instructions. In addition to the text, at least 4 scholarly peer-reviewed sources must be included.

F.   Group Project Outline
The group organizational change project is designed to facilitate the study of an actual situation in an organization/business of the group's choice while applying the concepts and themes from the course. The group will select a target

organization and may choose from non-profit, private, and government organizations. The group will then submit an outline covering the areas delineated within the course. The outline must include a 150–250-word description of the change process to be explored and at least 5 peer-reviewed sources to be used.

G.   Group Project

The group will prepare 1 document to be submitted through SafeAssign. The organizational change report must total no more than 15 pages (not counting title or reference pages; no abstract is required). The paper must follow current APA format and contain 2 main parts. Part 1 is limited to 1250–1750 words, and Part 2 is limited to 1500–2000 words. At least 10 peer-reviewed sources must be used.

H.   Peer Evaluation

After completion of the collaborative group project, the student will evaluate the contributions of each of his or her group members. The resulting scores will be used to provide a final peer evaluation average for each student for each of the group project phases.

VII.   COURSE GRADING AND POLICIES

A.   Points

Course Requirements Checklist	10
Discussion Board Forums (4 at 100 pts ea)	400
Case Study Response Paper	100
Consulting Proposals (2 at 150 pts ea)	300
Group Project Outline	50
Group Project	125
Peer Evaluation	25
Total	1010

B.   Scale

A = 940–1010   A- = 920–939   B+ = 900–919   B = 860–899   B- = 840–859
C+ = 820–839   C = 780–819   C- = 760–779   F = 0–759

C.   Disability Assistance

Students with a documented disability may contact Liberty University Online's Office of Disability Academic Support (ODAS) at LUOODAS@liberty.edu to make arrangements for academic accommodations. Further information can be found at www.liberty.edu/disabilitysupport.

COURSE SCHEDULE

BMAL 504

Textbook: Jick & Peiperl, *Managing Change: Cases and Concepts* (2011).

MODULE/ WEEK	READING & STUDY	ASSIGNMENTS	POINTS
1	Jick & Peiperl: Selected Readings 1 presentation	Course Requirements Checklist Class Introductions Case Study Response Paper	10 0 100
2	Jick & Peiperl: Selected Readings 1 presentation	DB Forum 1	100
3	Jick & Peiperl: Selected Readings 1 presentation	Consulting Proposal 1	150
4	Jick & Peiperl: Selected Readings 1 presentation	DB Forum 2	100
5	Jick & Peiperl: Selected Readings 1 presentation	DB Forum 3 Group Project Outline	100 50
6	Jick & Peiperl: Selected Readings 1 presentation	Consulting Proposal 2	150
7	Jick & Peiperl: Selected Readings 1 presentation	DB Forum 4	100
8	Jick & Peiperl: Selected Readings 1 presentation	Group Project Peer Evaluation	125 25
		TOTAL	**1010**

DB = Discussion Board

NOTE: Module/Week one begins on Monday and ends at 11:59 p.m. (ET) on Friday. Modules/Weeks 2-8 begin on Saturday and end at 11:59 p.m. (ET) on Friday.