



Course leader	Dr. Gene Deszca, Professor Emeritus, Lazaridis School of Business and Economics, Wilfrid Laurier University, Canada	
Course description	<p>This elective is designed for those who aspire to be in leadership positions and who want to create and sustain change in their organizations, regardless of their current position. The skills required to lead and manage change and produce positive results are key competencies for those who want to make a difference. Workplaces are increasingly characterized by uncertainty and complexity and the capacity to adapt to change is critical to both your and the organization's survival. This course will expose you to perspectives and frameworks that will empower you to be a more effective agent of change. Upon completion, you will be better equipped to assess a change challenge, develop action plans to address those change needs, and implement those initiatives.</p>	
Course objectives	<p>After successful completion of the course participants will be able to:</p> <ul style="list-style-type: none"> • Better assess the change needs of an organization, identify change opportunities and assess the organization's readiness for change. • Better lead and manage processes that facilitate: (1) awakening organizational members to the need for change; (2) the mobilization of organizational members; (3) the acceleration of implementation initiatives; and (4) the institutionalization of change in ways that ready the organization for further renewal • Utilize competencies critical to the effective management of the human aspects of organizational change • More effectively lead and manage organizational change and continue to enhance their capacities in this area in the future 	
Course topics	<ul style="list-style-type: none"> • Analytic models that will assist in assessing the need for change • Building the case for change and energizing the need for change • Navigating formal systems and structures in the pursuit of change • Navigating organizational politics and culture • Working with the recipients of change • Action planning and implementation • You as a Change Agent 	
Learning methods	<ul style="list-style-type: none"> • Class and team engagement in discussions related to the topics • Case discussions • An in-class change simulation • Mini-lectures 	
Evaluation	Participation	10%
	Group Work	30%
	Individual Assignment	60%

**Courses listed are representative and subject to slight changes. The school reserves the right not to open a course where minimum participation is not reached or due to unforeseen circumstances.*