



Business Administration

Course Number:	BUAD 410
Course Title:	ORGANIZATION CHANGE AND DEVELOPMENT
Credits:	3
Calendar Description:	Organizational Development is an applied behavioural science dedicated to improving organizations and their human resources through planned change and renewal processes. It involves systematic, planned interventions using behavioural science knowledge to improve organizational health and effectiveness. In this course students learn organization change consultancy models, facilitate seminars and use advanced critical thinking and case analysis skills.
Semester and Year:	Winter 2016
Prerequisite(s):	BUAD 262, 269, 340, 6 credits of CMNS or ENGL, fourth-year standing
Corequisite(s):	No
Prerequisite to:	No
Final Exam:	Yes
Hours per week:	3
Graduation Requirement:	Elective – BBA, Management and HR Management options
Substitutable Courses:	No
Transfer Credit:	
Special Notes:	
Development Date:	
Revision Date:	June 2011
Chair's Approval:	

Professors

Name	Phone number	Office	Email
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Learning Outcomes

<p>Upon completion of this course students will be able to</p> <ul style="list-style-type: none"> • analyze the causes, types, and repercussions of change in organizations. • explain the links between strategy, structure, culture, and change and development. • apply the principles, methods, and tools of organizational development within the context of process consultation. • demonstrate an effective client consulting process. • propose diagnostic tools for identification of organizational problems. • plan interventions based on relevant organizational data and context. • integrate change management models and methods (strategic, structural, cultural, and human process interventions). • assess organizational development intervention outcomes.

Course Objectives

<p>This course will cover the following content: See weekly Course Schedule</p>

Evaluation Procedure

Individual Participation	15%
Team Presentations	45%
Mid-term Exam	20%
Final Exam	20%
Total	100%

Notes

<p>Students must earn half of all available exam marks to achieve a passing grade in the course.</p> <ul style="list-style-type: none"> • Students must take an active rather than passive role in class. • Participation grades are based on the quality and consistency of an individual's contribution during class, beyond simple attendance. • Classes will involve 3 components of team presentation: Seminar-style discussions (15%), reading facilitations (15%) and case analysis presentations by student teams (15%). • Mid-term and final exam questions are based
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Required Texts/Resources

- Managing Organizational Change: A Multiple Perspectives Approach © 2009 by Ian Palmer, Richard Dunford, Gib Akin 2nd Edition • 9780073404998 • 0073404993
- Business cases package.

Course Schedule

Date		Topic	Textbook	Team Assignments	
Week of:		Mon. Jan 4 Classes begin Family Day Feb 8 Reading Break Feb 9 to 12– no classes Good Fri. Mar 25 & Easter Mon. Mar 28 – no classes Tues. Apr 12 Last day of regularly scheduled classes			
Jan	4	Introduction to course - Introduction to Concepts : Stories of Change	Ch 1		
	11	Images of Managing Change Why Organizations Change	Ch 2 &3		
	18	What Changes in Organizations OD & Models of Change Management - Case Analysis Method	Ch 4 & 7		
	25	Diagnosis for Change - Models	Ch 5	Reading Facilitation: Teams A & B (Topic TBD)	
		for Change - Models	Ch 5	Reading Facilitation: Teams C & D (Topic TBD)	
	8 - 12	READING BREAK (<i>Feb 8 to 12 – no classes</i>)			
	15	Mid-term Exam			
	22	Resistance to Change - Method	Ch 6	Seminar	

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Note:

Students are required to access Moodle on a regular basis for any changes.

SKILLS ACROSS THE BUSINESS CURRICULUM

The Okanagan School of Business promotes core skills across the curriculum. These skills include reading, written and oral communications, computers, small business, and academic standards of ethics, honesty and integrity.

STUDENT CONDUCT AND ACADEMIC HONESTY

What is the Disruption of Instructional Activities?

At Oka