

Course unit title T4.2 255342 Change Management

This course unit forms part of module

Name of lecturer(s)	Prof. Dr. Gabriel Dukaric
Semester	4
Available in	Winter and summer semester
Mode of delivery	Lecture including integrated exercises
Language of instruction	English
Course unit title (German)	Change Management
Number of ECTS credits awarded	2.5, this corresponds to a workload of 75 hours
Contact hours per week (45 mins each)	2.0
Workload: Contact hours	30
Workload: Independent studies	45
Workload details	Students' presentations, preparation of and follow-up on lectures
Type of assessment	Course-specific paper / presentation
Duration of assessment	0 Minutes
Type of course unit	Mandatory course unit
Prerequisites (see below)	
Planned learning activities and teaching methods	Lecture with integrated students' presentations
Professional competence: In-depth knowledge and comprehension (Bloom)	<ul style="list-style-type: none"> Knowing the impact and relevant methods of change management Get an understanding what does and does not work in the change process
Professional competence : conative skills, analysis and synthesis of knowledge	<ul style="list-style-type: none"> Ability to apply methodology on change scenarios Grasping new knowledge by analyzing various change aspects <p>ILOs:</p> <ul style="list-style-type: none"> Implement conceptual knowledge in business situations (2) Apply structured thinking and problem solving ability (4)
Personal competence: Social abilities and skills	<ul style="list-style-type: none"> Ability to conduct group presentations Joint preparation of specific topics without supervision <p>ILOs:</p> <ul style="list-style-type: none"> Work in teams and leverage diversity (7) Behave in an ethical and sustainable manner (12)

Personal competence: Independence / autonomy	<ul style="list-style-type: none"> Grasping information on new topics without obtaining pre-knowledge Evaluate the content and priorities the learning outcomes Being able to identify real life examples and prepare them for a presentation <p>ILOs: Manage projects in a timely and efficient manner (6)</p>
Competence levels according to GQF	6
Course unit contents	<ul style="list-style-type: none"> Importance of Change Management Reasons for change Blocking- and success-factors for change processes Psychology impact on change Change Management techniques Case studies on change management Leadership during change processes
Recommended optional programme components	
Additional specifics	
Recommended or required reading	<ul style="list-style-type: none"> Cameron, E./Green, M.: Making Sense of Change Management, 4th edit., Kogan, London, 2015. Doppler, K./Lauterburg, C.: Change Management, 13th edit., Campus, Frankfurt, 2014. Kotter, J. P.: Leading Change, Harvard, Boston, 2012. Lauer, T.: Change Management, 2nd edit., Springer, Heidelberg, 2014.
Scheduled	Regular
Combined assessments	