

MGMT 313 Managing Change and Innovation

This course explores the importance of innovation to business success and considers current trends in technology, society, consumer expectations and the workforce. The course includes examination of strategies for enabling innovation and overcoming obstacles to change. The course content also presents the concept of a learning organization in the context of transformational leadership. (*Prerequisite: MGMT 205*) (3 credits)

Course Learning Outcomes:

By the end of the course, students will be able to:

1. Demonstrate a critical understanding of change, creativity, and innovation and its elements as essential aspects for organizational survival and growth.
2. Apply core theories of change and innovation to mitigate resistance and support organizational success.
3. Critically assess best practice models and general lessons on how to manage change.
4. Communicate clearly in written and oral form to convey the necessary changes for organizational innovation.
5. Operate at an advanced level in a team to produce solutions leading to creativity and innovation-supported environment.

Textbook & Course Materials:

- Andriopoulos, C., & Dawson, P. (2021). *Managing change, creativity and innovation*. Sage Publications.

Course Content:

1. Why Change, Creativity and Innovation are Essential for Survival and Growth
2. The Process of Change, Creativity and Innovation
3. Change Management Practice: Choices, Lessons Learning and Key
4. Human Dimensions: Readiness, Communication, Sensemaking and Culture
5. People and Change: Power, Politics, Resistance, Time and Temporality
6. Conventional Frameworks: Planning, Diagnostics and Sequence
7. Interpretative Frameworks, Dialogical OD, The Learning Organization and Appreciative
8. Creative Industries, Innovative Cities and Changing Worlds: Identifying
9. The Individual: Promoting Critical Thinking
10. The Group: Nurturing Teamwork