

BUSM 3093 LEADING ORGANISATIONAL CHANGE

Credit Points 10

Description This subject equips students with the knowledge and skills to lead organisational change. As change agents, students will investigate theories and models of change management, and critically analyse the complexities of transformation, with a focus on leadership abilities. Students will analyse power dynamics, resistance to change, and develop engagement and communication strategies that foster trust and readiness. This subject prepares future leaders to navigate different environments through critical reflection, providing solutions for organisational change via collaborative learning activities.

School Business

Student Contribution Band

Check your fees via the Fees (https://www.westernsydney.edu.au/currentstudents/current_students/fees/) page.

Level Undergraduate Level 3 subject

Equivalent Subjects BUSM 3005

Learning Outcomes

After successful completion of this subject, students will be able to:

1. Analyse contemporary frameworks and models to lead organisational change.
2. Examine the roles of leadership, organisational culture, power and politics in the change process.
3. Develop a change management plan.
4. Articulate critical issues in planning for change management.
5. Reflect on personal development and responsible practice when leading change.

Subject Content

- Frameworks of organisational change
- Human dimensions: Readiness, communication, sensemaking, and culture
- People and change: Power, politics, resistance, and temporal frames
- The individual: Promoting critical thinking
- The group: Nurturing teamwork
- Fostering creativity and innovation: Organisational structure, systems, resources, and culture
- The leader: Promoting new ideas at work

Prescribed Texts

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