

Western Kentucky University
LEAD 530– Organizational Change
Course Syllabus

Faculty Information

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Course Information

Catalog Description:

A course of advanced study of planned and unplanned change at the individual and group level as well as the significance leadership plays in change. Various skills and methodologies of leadership theories will be discussed to better understand change through leadership.

Course Content Discipline:

MA Organizational Leadership

Credit Hours:

3 credit hours

Course Topics:

Organizational change models; individual, group, and system levels of organizational change; sources of and forces related to resistance to change; how leadership guides the change process; and important individual leadership considerations for successful organizational change.

Course Prerequisites:

LEAD 500. A basic understanding of general leadership theories and concepts is essential.

Learning Outcomes:

Upon completion of this course students will demonstrate their understanding of the following:

1. Understand the nature of change, its complexity, the importance of effective change within organizations, and the natural and artificial barriers and resistance to change

2. Examine how individual traits and behaviors of a change leader can impact the change experience
3. Recognize the current dynamic social, political, and cultural environment for change and its potential impact on contemporary organizations
4. Evaluate the sources of and forces related to resistance to change
5. Apply principles of strategic planning and change management to formulate and enact effective organizational change
6. Examine the impact of internal and external forces of change on long-term organizational effectiveness

Text: (Required)

Burke, W. W. (2011). Organization change: Theory and practice (4th or 5th ed.). Thousand Oaks, CA: Sage Publications, Inc.

ISBN 4th Ed. 9781452257235

ISBN 5th Ed. 9781506357997

The publisher is in the process of changing editions. You may use either 4th or 5th edition for this summer class. However, the 3rd edition does not contain all of the chapters we will use and is not an acceptable choice.

Additional Materials

All other assigned readings will be provided in Adobe Acrobat format (.pdf) via Blackboard. Audio and video presentation links are provided in Blackboard and most video is presented via YouTube.

Teaching Methods

Students are expected to watch assigned videos, complete individual projects, and complete reading assignments from text and those posted to course site. Students will need the ability to access the class Blackboard site and their WKU email account daily.

Grading/Evaluation

Students will be evaluated using the following:

1. Completion of reading and video assignments, class participation (e.g., completion of mid-term and end-of-term surveys), and meeting submission deadlines
2. Quizzes – quizzes will contain objective assessment of reading in the text
3. Exams – mid-term and final exams will combine objective and essay items
4. Insight and Analysis – short answer assignments will assess understanding and application of media presented other than the textbook
5. Term project – analysis of an organizational change strategy