



Effective Change Management

PA897F (10N) – Seminar in Public Administration

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Special Summer Term

Dates: July 6th - August 7, 2020

Text: This course will utilize current journal articles provided for students in the course's Canvas site. No text is required.

Course Description

Effective Change Management

This course explores the growing complexity within nonprofit and public sector organizations and the need for today's leaders to successfully lead their organization in meeting changing demands. Theory and practice related to change and change management are pursued from a scholar practitioner perspective. Leadership practice as well as the phenomenon of organizational culture provide a lens for pursuing efficacy in change management. Students are provided with an opportunity to apply course material to their professional practice as well as explore skills that will assist them in their future endeavors.

Course Requirements

Two 5 page double space papers (30% of Grade)

The first 5 page paper is an exploration of your own experience in managing change within an organization. You can write this paper from the perspective of the change agent (where you have been responsible for managing the change process) or as a participant in the change process. In either instance explore your experience utilizing the course material and outside reference material from an analytical perspective. What for example went well with the change

process? What challenges were encountered? Based on the course material and the literature what could have been done differently? Bring this analysis to a close by providing recommendations for improving the change effort.

The second 5 page paper should explore change management at any of the multiple lenses available within the organization. You can choose to write this paper as an exploration of change management at the individual, the team, organizational or systems level. Draw from our course readings and outside literature to delve into the topic of change management. For example, if you choose to explore change management at the individual employee level explore what is known within the literature. What is being written about preparing individuals for change? Are there different schools of thought from a theoretical standpoint? And what practices have been identified as successful when it comes to assisting the employee or individual to move successfully through change processes.

Final Paper (30% of Grade)

Choose an organization or system that is relevant to you from a professional practice standpoint. Identify an area or areas within the organization or system that require the effective change management. Write about the area identified and develop a plan to implement effective change within the organization or system. Utilize the course material as well as external literature to support the plan that you develop. This paper should be eight to ten pages in length.

Paper Expectations

All papers should be written in the APA 7th style. Double spaced with cover page and reference page, 12 point font. No need to include an abstract or table of contents. Paper length is based on the written narrative and excludes cover page and reference page. Please be sure to use references that are credible (from peer reviewed literature or recognized journals). Please be sure to back up your knowledge claims by providing appropriate citations. Feel free to reach out with any questions you may have.

Discussion Forms (40% of Grade)

Each week students are asked to respond to questions posted within the Discussions forum. Each student will respond to the question posted and then a minimum of two posts from fellow students. Students are required to read all posts. Responses to posts should be substantive, add to the discourse and include references to support knowledge claims. The goal is to write in a way that helps elevate our learning by sharing interesting observations and ideas that are supported by our assigned readings and outside literature. Posts that add to the discourse through references and citations that build on the discussion will receive the highest grades.

Assignments

Date	Topic	Assignment Due	Comments
July 6 th , 2020	Class Begins	Introductions. Please complete your introduction in the discussion forum by the 8 th and respond to at least two other classmates.	Please take a few minutes to introduce yourself via canvass to the class. Let us know something about your professional interests, what you hope to get from talking this class and something that will help us to get to know you better.
July 8 th , 2020	Perspectives on Change Management and Defining Change	Read the First Article posted on our Canvass site	Be prepared to draw from the reading to support your participation in the discussion forum which begins on July 8 th , 2020
July 8 th , 2020	Pursuing effective Change Management	1 st Discussion Forum begins	The 1 st discussion forum opens on July 8 th and closes on July 12 th In the forum respond to the posted questions on the 8 th then a minimum of two colleague's post by July 12 th .
July 13 th – July 19 th	Exploring Change Management at the individual, team and organizational level	Read the Second Article posted on Canvass.	Be prepared to draw from the reading to support your participation in the 2 nd discussion forum which begins on July 15 th , 2020
July 15 th	The multidimensional elements of Change Management.	2 nd Discussion Forum begins	The 2 nd discussion forum opens on July 15 th and closes on July 19 th . In the forum respond to the posted questions on the 15 th then a minimum of two colleague's post by July 19 th .
July 20 th	Your Lived Experience with Change Management	1 st 5 Page Paper Due	In this paper explore your own experience managing change within an organization. Please see syllabus for details.
July 20 th – July 26 th	Leading Change	Read the Third Article posted on Canvass	Be prepared to draw from the reading to support your participation in the 3 rd discussion forum which begins on July 22 nd , 2020
July 22 nd	Leading a culture that supports effective change.	3 rd Discussion Forum Begins	The 3 rd discussion forum opens on July 22 nd and closes on July 26 th . In the forum respond to the posted questions on the 22 nd then a minimum of two colleague's post by July 26 th .

Date	Topic	Assignment Due	Comments
July 27 th – August 2 nd	Effective communication, building and sustaining motivation to change and dealing with resistance	Read the Fourth Article posted on Canvas	Be prepared to draw from the reading to support your participation in the 4 th discussion forum which begins on July 29 th , 2020
July 29 th	An exploration of Change Management	2 nd 5 Page Paper Due	Write about change management at the Individual, Team or Organizational Level
July 29 th	Exploring Effective Change Agent Strategies.	4 th Discussion Forum Begins	The 4 th discussion forum opens on July 29 th and closes on August 2 nd . In the forum respond to the posted questions on the 29 th then a minimum of two colleague's post by August 2 nd .
August 3 rd - August 7 th	Developing and articulating a change management plan	Final paper due August 7 th	Use this week to finalize your final paper which is due at the close of day August 7 th .