UNIT OUTLINE FOR MTL202.8 LEADING CHANGE AND INNOVATION

Name of Unit 1 (Unit Code 1)
Leading Change and Innovation (MTL202.8)

SECTION 1 – GENERAL INFORMATION

Administrative details

Associated higher education awards	Duration	Level *(for example, introductory, intermediate, advanced level, 1st year, 2nd year, 3rd year)*	Unit Coordinator *(incl. academic title)*
Grad Dip; Master of Leadership	One semester	Advanced	Head of Program

Core or elective unit

Indicate if the unit is a

☒ core unit

☐ elective unit

☐ other (please specify below):

Unit weighting

Using the table below, indicate the credit point weighting of this unit and the credit point total for the course of study (for example, 10 credit points for the unit and 320 credit points for the course of study).

Unit credit points	Total course credit points
6 credit points	48 / 72 credit points

Student workload

Using the table below, indicate the expected student workload per week for this unit.

No. timetabled hours per week	No. personal study hours per week	Total workload hours per week
3	6	9

For those students requiring additional English language support, how many additional hours per week is it expected that they will undertake?

Additional English language support: __0___ hours per week

Pre-requisites and co-requisites

Are students required have undertaken a prerequisite or co-requisite unit for this unit?

☒ Yes   ☐ No

If YES, provide details of the prerequisite or co-requisite requirements below.

Pre-requisite: MTL102.8 Ethical Decision Making

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SECTION 2 – ACADEMIC DETAILS

Brief description of the content of the unit
The world is a rapidly changing place - and leaders need to be able to capitalise on the opportunities that such change brings. This unit encourages student to develop an innovative and entrepreneurial mindset which allows their organisations to grow and thrive in the face of competition and challenge. It also focuses on the leader's role in organisational change - determining the organisations readiness for change, implementing change, reasons for resistance to change, and strategies for coping with resistance.

Learning outcomes for the unit
1) Analyse and critique key elements of contemporary change management theories and practices
2) Explain and reflect on the benefits and challenges of adopting innovative and entrepreneurial thinking within an established organisation
3) Critically apply entrepreneurial and innovative thinking informed by change management theory to introduce new initiatives that address complex issues and problems within their organisation

Assessment tasks			
Type	**Learning Outcome/s assessed**	**When assessed – year, session and week**	**Weighting**
Research Paper Analyse, explain and evaluate two change management models or theories. (1500 words)	1	Week 4	20%
Reflection Paper Plan and implement a change which is designed to address a problematic issue, structure or practice in your organisation and evaluate its success (or lack thereof). (1500 words)	3, 4	Week 8	30%
Presentation Prepare a 10 minute presentation which you could deliver in your organisation, outlining the benefits and challenges of adopting innovative and entrepreneurial thinking in your context. (1000 words)	1, 2	Week 10	20%
Reflection Paper Plan and implement a new initiative within your organisation, and reflect on its success (or lack thereof). (1500 words)	3	Week 14	30%

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2.1   Prescribed and recommended readings

Provide below, in formal reference format, a list of the prescribed and recommended readings for the unit.

Prescribed reading:

Recommended reading:

Deschamps, Jean-Phillipe. *Innovation Leaders: How Senior Executives Stimulate, Steer, and Sustain Innovation*. Southern Gate, UK: John Wiley & Sons, 2008.

Gliddon, David G., and William J. Rothwell, eds. *Innovation Leadership*. New York, NY: Routledge, 2018.

Grant, Andrew, and Gaia Grant. *The Innovation Race: How to Change a Culture to Change the Game*. Milton, AU: John Wiley & Sons, 2016.

Hender, Jill. *Innovation Leadership: Roles and Key Imperatives*. London, UK: Grist, 2003.

Johannessen, Jon-Arild, and Hanne Stokvik. *Evidence-Based Innovation Leadership: Creating Entrepreneurship and Innovation in Organisations*. Bingley, UK: Emerald, 2019.

Jones, Tim, Dave McCormick, and Caroline Dewing. *Growth Champions: The Battle for Sustained Innovation Leadership*. Southern Gate, UK: John Wiley & Sons, 2012.

Osborne, Larry. *Sticky Leaders: The Secret to Lasting Change and Innovation*. Grand Rapids, MI: Zondervan, 2013.

Paton, Robert A., and James McCalman. *Change Management: A Guide to Effective Implementation*. Third edition. London, UK: SAGE, 2008.

Roth, George L., and Anthony J. DiBella. *Systemic Change Management: The Five Capabilities for Improving Enterprises*. New York, NY: Palgrave MacMillan, 2015.

Zscheile, Dwight J. *The Agile Church: Spirit-Led Innovation in an Uncertain Age*. New York, NY: Morehouse, 2014.

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