Vak: Management of Change - Skills

credits: 1

Vakcode	MRVH73ODB3C
Naam	Management of Change - Skills
Studiejaar	2025-2026
ECTS credits	1
Taal	Nederlands
Coördinator	C. Lammerts
Werkvormen	Onderwijs
Toetsen	MM Change -conflict - Opdracht

Leeruitkomsten

The student:

- has insight / understanding how to analyse real life change processes by using different models of organizational change (LO1).
- understands the differences between planned and emergent forms of change (LO2).
- understands how change is linked to structures of power is able to understand and dea with conflicts in organizations (LO3)
- has insight into various forms of resistance to change and can propose a course of actio to overcome resistance to change (LO4).
- is able to analyse the role of leadership in the process of change and leadership competences in leading change (LO5).
- is able to describe cultural patterns and propose methods / courses of action to initiate change (LO6).

Inhoud

Effective leaders understand how to manage change, an essential skill when working in a rapidly changing business environment.
In ODB3 (Management of Change or MoC), the focus is on change within and outside organizations. The student will identify external and internal forces that cause change, such as leading a new initiative or project, working to change the culture of the organization, launching new products or entering new markets.
The student will go into the nature of change and how change can be viewed and conceptualised. He will discuss the various types of change with special attention to the distinction between planned change in organizations and emergent or spontaneous change in organizations. He will explore how change challenges systems and structures, and what the consequences of this are.
Change in any form is closely linked to power in organizations, and the student will explore the different manifestations of organizational power through change. This implies that change may also include processes of resistance to change and adjacent conflicts between organizational members or groups. Part of the course therefore also deals with these power differences and conflict management.
The course management of Change (ODB3) builds on the knowledge of Organizational Design
(ODB1) and Organizational Behaviour (ODB2)

Opgenomen in opleiding(en)

Bedrijfskunde in 3 jaar (oud curriculum 2016-2021)

School(s)

Instituut voor Bedrijfskunde

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