

## Management of organizational change

---

**Subject area:** Business/management

**University:** DTU  
**Level:** MA1  
**Teaching mode:** completely online, at specific time  
**Instructor(s):** Christine Ipsen

### Short description

The course focuses on leading organizational change and transition processes. It introduces core theories and models for organizational change processes, from understanding the change to implementing and sustaining it. Throughout the course, you work with different company cases of an organizational change where you use theories and models to analyze and make recommendations with the concern for both people and performance. In addition, concrete examples are presented through guest lectures.

### Full description

<https://kurser.dtu.dk/course/preview/73668/en-GB>

### Learning outcomes

A student who has met the objectives of the course will be able to:

Describe the forces that are transforming organizational change, goals and practices including the SDGs

Compare and contrast the models for leading organizational change (e.g., Lewin, Kotter).

Argue for the choice of theory and methods used in analyzes

Understand the impact of change management on people, organizational results and the organizational design

Understand critical success factors for implementing technological change in environments and the critical role managers play in the change process including how to mitigate employee resistance

Identify stakeholders and their roles in implementation processes

Apply practical tools and theoretical concepts and models covered in the course to analyse a current organizational change in practice

Apply theoretical concepts and models covered in the course to plan an organizational change intervention in a simulated or practical context

Relate the analyzed change case to the SDGs 3 & 8

Perform a qualitative analysis of a change process and suggest solutions to improve them based on a scientific argument

## General information

<b>Contact hours per week:</b>	4
<b>Total workload:</b>	125 (in student hours for the whole course)
<b>ECTS credits:</b>	5
<b>Language:</b>	English
<b>Course start date:</b>	31 January 2023
<b>Course end date:</b>	09 May 2023
<b>Add. info about start date:</b>	The course is only offered online
<b>Weekly teaching day/time:</b>	13-17, Tuesdays
<b>Time zone:</b>	CET (Denmark, Germany, France, Netherlands, Switzerland, Czech Republic)

## Further information:

<b>Prerequisites:</b>	preferably courses in management and organization.
<b>Activities and methods:</b>	Lectures, Group work, Self-study
<b>Presence on campus:</b>	

## Final examination

<b>Form:</b>	project
<b>Date:</b>	
<b>Location/format:</b>	online
<b>Re-sit possibility:</b>	yes
<b>Transcript available:</b>	end of semester
<b>Add. info/requirements:</b>	Evaluation of experiments and reports One (1) online individual multiple-choice exam (20% of the total grade) Preparation and submission of a written group report (groups of 6 students) (The report counts for 80% of the total grade) Submitted at the end of the semester. Building on the course curriculum, each group presents their analysis of a case in the report. Each group member clarifies their contribution to the analysis and conclusion.

## Registration

To register for this course, follow the registration requirements of your **home university** as specified here: [www.euroteq.eu/courses-registration](http://www.euroteq.eu/courses-registration).

## Administration

**Number of places:**

**Minimum participants:**

**Internal course code:** 42543

**Contact:** chip@dtu.dk

---

*This course is part of the EuroTeQ Engineering University joint course catalogue 2023. This is a collaborative activity of the partner universities DTU, L'X, TU/e, TalTech, CTU, TUM as well as Technion. Students from these universities can participate in the offered courses. It is the responsibility of the student to check if you fulfil the requirements to participate in a specific course. Students are also advised to check with their home institution how to get recognition of the ECTS credits gained in courses of the EuroTeQ course catalogue. For further information about EuroTeQ Engineering University, visit [www.euroteq.eu](http://www.euroteq.eu) or get in touch with the above-mentioned point of contact.*