



**Professors**

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**Learning Outcomes**

Upon completion of this course students will be able to

- analyze the causes, types, and repercussions of change in organizations.
- explain the links between strategy, structure, culture, and change and development.
- apply the principles, methods, and tools of organizational development within the context of process consultation.
- demonstrate an effective client consulting process.
- propose diagnostic tools for identification of organizational problems.
- plan interventions based on relevant organizational data and context.
- integrate change management models and methods (strategic, structural, cultural, and human process interventions).
- assess organizational development intervention outcomes.

**Notes**

Students must earn half of all available exam marks to achieve a passing grade in the course.

Students must take an active rather than passive role in class.

Participation grades are based on the quality and consistency of an individual's contribution during class, beyond simple attendance.

Classes will involve 3 components of team presentation: Seminar-style discussions (15%), reading facilitations (15%) and case analysis presentations by student teams (15%).

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**Course Schedule**

Week of:		Monday, January 7 - Classes Start Monday, February 18 – Family Day (no classes) Tuesday, February 19 - Friday, February 22 – Reading Week (no classes) Tuesday, April 12 – Last Day of Regular Classes Friday, April 19 – Monday, April 22 – Easter (no classes)	
1	Jan 8	Introduction to course - Introduction to concepts : Stories of Change	Ch 1
2	15	Why Organizations Change	

**Note:**

Students are required to access Moodle on a regular basis for any changes.

