

Course Title	Management of Change and Innovation			
Course Code	MBA 608			
Course Type	ELECTIVE			
Level	MASTER			
Year / Semester	Year 2/Semester 5 or 6			
Teacher's Name	Janell Komodromou			
ECTS	6	Lectures / week	3	Laboratories / week
Course Purpose and Objectives	<p>Change is a constant in many of our lives. All around us, organizations, technologies, processes, people, ideas, and methods often change, affecting the way we perform daily tasks and live our lives. Having a smooth transition when change occurs is important in any situation and the participants will gain some valuable skills and knowledge through this seminar. Change is not always positive, so how do we address change that might have a negative connotation?</p> <p>The management of change module will give any leader tools to implement changes more smoothly and to have those changes better accepted. The module will also give all participants an understanding of how change is implemented and some tools for managing their reactions to change and how to manage and minimize resistance to change. Furthermore, the role of communication, strategic management, organizational development, coaching, leadership, mentoring, management of human talent, sustainability, etc. will be discussed in the management of change process. How do the aforementioned apply in an integrated manner regarding change management?</p> <p>Change and growth are inevitable in a developing entrepreneurial business and must be carefully monitored and managed. This becomes even more important in today's global environment where the dynamic evolution of business transactions and competition are intense, innovation and change become necessary for any organization to create and retain competitive advantage. Major topics among others include: Business development techniques; Strategies for international business development; Managing international business operations; Basics of change management; Initiating and managing change in a growing company; Resource acquisition; The learning organization; etc.</p>			

	<p>Innovation, as a sustainability strategy will be introduced and discussed within the context of change within organizations. Furthermore, discussions will focus on how these organizations contribute to a country's national economic, social, political, cultural, etc. development.</p>	
Learning Outcomes	<p>Upon successful completion of this course, students will be able to:</p> <ul style="list-style-type: none"> • Recognize and apply change management for growth and development concepts; • Foster innovation for sustainability of the organization; • Strategize on sustaining an organization after change has been introduced; • Analyze, compare and contrast SMEs vs. Large Organizations in terms of change management issues; • Formulate strategies for SMEs at the international level; • Describe a suitable method of implementing change; • Describe the stakeholders of the process of change in organizations; • Diagnose areas of change within an organization; • Manage change and resistance to change within organizations; 	
Prerequisites		Required
Course Content	<ul style="list-style-type: none"> • Introduction to the change management for growth and development • Introduction to Innovation • Steps in introducing change. • What about sustainability? • Resistance to change • Overcoming resistance to change • Managing for sustainable growth and development • Sustainable change. • The role of the “agent of change” in the management of the change process. 	
Teaching Methodology	<p>Highly interactive sessions with discussions on change and innovation issues. Case studies will be analyzed and discussed. Students will present their group projects, followed by critical discussion. Guest speakers will be invited from the public and private sectors.</p>	
Bibliography	<ul style="list-style-type: none"> • Kotter, J.P. (2012). Leading Change. Harvard Business Review Press. • Christensen, C.M. (2003). The Innovator's Dilemma: The Revolutionary Book that Will Change the Way You Do Business. Collins Business Essentials. 	
Assessment	Class participation	10%
	Individual case analysis	15%

	Group Project	25%
	Project Presentation	10%
	Final Exam	40%
Language	English	