

37E01000 - Current Topics in Information Systems Science: Change management

25.4.2024 – 7.6.2024

Credits: 6

Schedule:

Teacher in charge (applies in this implementation):

Niina Mallat

Contact information for the course (applies in this implementation):

Dr. Niina Mallat, Research Fellow

School of Business, Department of Information and Service Management

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Teaching Period (applies in this implementation):

V Spring (2024)

Learning Outcomes (applies in this implementation):

After this course the student will:

- 1) have an understanding of and can apply the key theories and concepts of personal and team change in analysing and planning own and team activities
- 2) have knowledge of and can use appropriate methods and tools for managing self and team
- 3) have an understanding of and can apply the key theories and concepts of organisational change in analysing, planning and managing organisational change initiatives
- 4) have an understanding of the specific characteristics of change initiatives related to IT transformation and can apply that knowledge in analysing and planning change activities
- 5) have improved the following skills: group work, presentation, analytical problem-solving, self- and team management, tools and techniques for managing self and team work

Content (applies in this implementation):

“In life, nothing is constant but change” – Heraclitus. The objective of this course is to provide students with a comprehensive understanding of change management theories and models and connect them to practical approaches and techniques which can be applied at personal, team and organisational level. The course pays specific attention to technology-led change and focuses on the people side of change. The course increases students’ skills in managing self, teams and organisational change initiatives and provides pragmatic methods for planning and conducting change activities. The course is based on the following book: Cameron, Esther and Green, Mike. Making Sense of Change Management, Kogan Page; 5th edition (2020).

Assessment Methods and Criteria (applies in this implementation):

25% assignments

10% active participation (all workshops, guest lectures and teamwork presentations)

25% learning diaries

40% Teamwork: final report and presentation

Mandatory attendance: all workshops, the guest lectures on 2.5. and 8.5. and the teamwork presentations are mandatory.

Elaboration of the evaluation criteria and methods, and acquainting students with the evaluation (applies in this implementation):

25% **Assignments**: scientific paper summaries and other work – list and deadlines are published on the course website

10% **Active participation**: attendance in the workshops on Fridays is counted as active participation.

25% **Learning diaries**: written learning diaries are due at the end of each week – instructions and deadlines are published on the course website

40% **Team work**: final report and presentation: a teamwork exercise in teams of 3-5 people with deliverables of a final report (word) and a presentation (ppt). Presentations are given to other teams & teacher at the end of course.

Workload (applies in this implementation):

Contact teaching 19h

Independent & team work 141h

Total 160h (6 ECTS)

Study Material (applies in this implementation):

Reading list is published on the course website.

Note: The lecture slides address the topics on the course book so you won't need the book to pass this course.

Course Homepage:

<https://mycourses.aalto.fi/course/view.php?id=27653>

Prerequisites:

Recommended prerequisites: a completed Bachelor's thesis so that you can search, read and process academic research papers.

Grading Scale (applies in this implementation):

Course: 0-5

Assignments: 0-3

Learning diaries: 0-3

Team work and presentation: 0-5

Attendance: noted as yes / no

Registration for Courses:

via Sisu

Further Information (applies in this implementation):

Mandatory attendance: all workshops, the guest lectures on 2.5. and 8.5. and the teamwork presentations are mandatory.

Details on the teaching schedule (applies in this implementation):

Date and time	Topic	Classroom
25.4. 10:15 – 11:45	Lecture 1 – Course introduction & Individual change part 1	R028/Q201
26.4. 10:15 – 11:45	Lecture 2 - Individual change part 2	R028/Q201
26.4. 13:00 – 14:00	Workshop on individual change	R028/F102
2.5. 10:15 – 11:45	Guest lecture 3 – teamwork	R038/U006

3.5. 10:15 – 11:45	Lecture 4 – team change	R028/Q101
3.5. 13:00 – 14:30	Guest workshop on teamwork	R028/F101
8.5 10:15 – 11:45	Guest Lecture 5 – Organisational change in Fiskars	R038/V001 Jenny ja Antti Wihurin Rahasto
10.5 10:15 – 11:45	Lecture 6 – Organisational change models	R028/Q101
10.5 13:00 – 14:00	Workshop on organisational change	R028/F101
13.5 10:00 – 11:00	On Monday, 13.5. there will be an additional online session where we go through the case assignment in more detail, discuss the deliverables and presentation and have a Q&A about the teamwork. The remainder of this 3-week period is reserved for work in teams and there will be no lectures.	Online in teams
6.6 10:15-11:45	Teamwork presentation session	R028/Q202
7.6 10:15-11:45	Teamwork presentation session	R028/F102

Details on the deliverables schedule (applies in this implementation):

Date and time	Deliverable
26.4. 18:00	A1: Boyatzis, R., Smith, M. & Van Oosten, E. (2019) Coaching for change. <i>Harvard Business Review</i> , 97(5), pp. 151-155.
27.4 12:00	Learning diary 1
29.4 18:00	<p>A2: Please read the article and watch the short videos below:</p> <ul style="list-style-type: none"> • What makes a successful team: https://www.forbes.com/sites/carleysime/2019/03/26/what-makes-a-successful-team/#325e27152348 • Presence during video meetings: https://www.youtube.com/watch?v=zchEneW2890 • Remote meetings: https://www.youtube.com/watch?v=vradYgcXfGQ • Virtual teams and trust: https://www.youtube.com/watch?v=UYqKaRSW1CI <p>Based on these, in one page</p> <ol style="list-style-type: none"> 1) discuss the core premises of good virtual team work 2) suggest 4–5 concrete ground rules for a virtual team <p>suggest 4–5 concrete meeting practices which help to build trust and clarity and to get things done.</p>

4.5 12:00	Learning diary 2
7.5 18:00	A3: Kotter, J. P. (2012). Accelerate. <i>Harvard business review</i> , 90(11), 45-58.
10.5. 18:00	A4: Brown, D.R., Rose, D. and Gordon, R. (2016) De-commoditizing change management: A call for the re-positioning of change management on IT projects. <i>Journal of Organizational Change Management</i> , 29(5), pp. 793-803.
11.5 12:00	Learning diary 3
14.5 18:00	A 5: Burnes, B. (2015) Understanding Resistance to Change – Building on Coch and French, <i>Journal of Change Management</i> , 15(2), pp. 92-116.
18.5 12:00	Learning diary 4
25.5 12:00	Learning diary 5
1.6 12:00	Learning diary 6
4.6 18:00	Final report and presentation slides
8.6 12:00	Learning diary 7