Department: Business Administration		Program: MBA	
Course Name	Innovation & Change Management	Course Code	BUS 632
Pre-requisite	Not Applicable	Credit Hours	3

Brief Description

⬊ The course offers a broad overview of the principles, theories, and methods to successfully implement change and innovation within organizations. The course offers multiple perspectives to access innovation and organizational change, and ensures that students are not trapped by a "One way best" approach to change management.

Course Objectives

After completion of this course the student will be able to:
⬊ Discuss the importance, role and techniques of change management in firms
⬊ Enumerate the importance, role and techniques of innovation in firms.
⬊ Interpret different theories and kinds of innovation (e.g., disruptive, incremental)
⬊ Debate various innovation and change management issues in firms.
⬊ Trace how organizational culture and resistance can influence change management.
⬊ Discuss how to effectively lead and implement change in organizations.

Course Learning Outcomes

⬊ Distinguish between concepts, principles, and theories of innovation & change management
⬊ Critically assess and explain key current issues in our understanding of innovation & change as a field of study
⬊ Demonstrate written communication skills
⬊ Have oral communication skills
⬊ Have skills of using computer applications in innovation and change management
⬊ Have scientific research skills in the field of innovation and strategic change
⬊ Critically appraise the nature of innovation and understand the implications for how firms can engage in strategic change
⬊ Demonstrate strategic thinking, analytical, problem solving and decision-making skills in the area of innovation.
⬊ Believe, and practice sustainability in innovation and change management
⬊ Have the skills of leadership, teamwork, and decision making in innovation and change management.
⬊ Have the ability to distinguish between ethical issues in innovation and change and change management
⬊ Have the competence of social responsibility in the fields of innovation and change management
⬊ Have the competence to deal with cultural diversity in innovation and change management

Course Topics

- ⤷ Theories of Innovation
- ⤷ The process of Innovation
- ⤷ Disruptive Innovation
- ⤷ Incremental Innovation
- ⤷ Managing Innovation
- ⤷ What is Change Management?
- ⤷ Organizational culture and change
- ⤷ Components of Change: Choice and Communication.
- ⤷ Resistance to Change
- ⤷ Implementing change: Cracking the Code of Change
- ⤷ Continuous Change
- ⤷ Leading Innovation and Change

Text Book

- ⤷ Dawson, P., & Andriopoulos, C. (2017). *M*anaging change, creativity and innovation. 3rd Ed, Sage Publications Ltd UK.

Additional References

- ⤷ Hodges, J. and Gill, R. (2014) Sustaining Change in Organizations. London, Sage Publications.

Online Resources

- ⤷ **What everyone gets wrong about change management**

Course Outline

Week	Hours	Topics	Remarks
1	3	Introduction to the course, expectations from the students, Assessment criteria, Innovation overview	
2	3	Theories of Innovation	
3	3	The process of Innovation, Myths surrounding Innovation, Enablers and Disablers for Innovation	
4	3	Disruptive Innovation: How to break away from established norms and patterns.	
5	3	Incremental Innovation, Case discussion on Incremental Innovation	
6	3	Managing Innovation: Past, Present and the Future, Funding Innovation	
7	3	What is Change Management? Drivers of Change, why transformation efforts fail in major organizations	
8	3	**Midterm exam**	
9	3	Organizational culture and change	
10	3	Components of Change: Choice and Communication.	
11	3	Resistance to Change: Sources of Resistance and how to counter them	
12	3	Implementing change: Cracking the Code of Change, the real reason why people won't change, Resistance to change	

13	3	Continuous Change: Changing Change Management (McKinsey Article)	
14	3	Leading Innovation and Change	
15	3	**Presentations**	

Measurement and Assessment Tools															

Assessment Tools	Grades	Week	Knowledge	Skills						Values				
			Identify and apply	Written	Oral	Information Technology	Research	Critical thinking	Strategic thinking	Sustainability	Leadership	Ethics	Corporate Social responsibility	Cultural diversity
Midterm Exam	20	9	X											
Case Study	10	12		X				X	X	X	X	X	X	X
Project	20	15		X		X	X	X	X	X	X	X	X	X
Project Presentation	10	15			X	X								
Final Exam	40	TBD	X											
Total	100													

Approved by Department Chair	Date of Approval
Dr. Abdulaziz AlFalih	

Additional Information: Updated every Semester by Course Instructor	
Course Instructor	
Department	
Phone No.	
Extension No	
Email	
Office Hours	