



Uczelnia Łazarskiego

Wydział Ekonomii i Zarządzania

Sylabus

1. Module Title	Enterprise Change Management	2. Module Code	
3. Academic Year, Semester, Mode of Studies	2023/2024 academic year Semester 1, Full-time Studies		
4. Aims and Learning Outcomes	<p>Aims</p> <p>The aim of the course is to transfer knowledge and develop practical professional skills in the field of enterprise change management using the latest management concepts and theories. Students will learn current trends in managing changes that are permanent in the company and its environment. Students will implement projects aimed at analyzing the causes of changes as well as diagnosing and solving practical management problems related to effective change management in a modern enterprise.</p>		
Knowledge	Code		Assessment
	Subject	Field	
Has in-depth knowledge of practical change management and change mechanisms in a modern organization	EP-1	K_W01 K_W04 K_W05	Midterm
Has in-depth knowledge of the concept and philosophy of change as well as models of the change process and organization development	EP-2	K_W07 K_W08 K_W09	Midterm
Has in-depth knowledge of the organization's communication policy, including methods and tools for modeling information processes and their practical application as the basic factor through which changes are made in the enterprise	EP-3	K_W10	Midterm
Skills	Code		Assessment
	Subject	Field	
Is able to respond appropriately to changes in the organization and in its environment by creating or adapting management tools, also in conditions of variability, risk and uncertainty	EP-4	K_U05	Midterm Project
Is able to analyze, forecast and model enterprise change management	EP-5	K_U08	Midterm
Is able to manage organization's resources in an advanced way in a process of constant change	EP-6	K_U09 K_U10	Project
Social Competencies	Code		Assessment
	Subject	Field	
Is prepared to use his knowledge in solving	EP-7	K_K02	Midterm

practical problems in the field of human capital management.			Project
Critically assesses his knowledge of human capital management.	EP-8	K_K03	Midterm Project
5. Module Leader	Name		E-mail
	M. Golonka, Prof.		
6. Lecturer (s)	Name		E-mail
	M. Golonka, Prof.		
7. Module Level	Master's		Bachelor's
	X		
8. Year and Programme	Year		Programme
	I		Management
9. Module Content			
#.	Topics Discussed		Hours
Seminar			
1	Organizational information. Introduction to classes. Change as one of the constant challenges of modern enterprises		2,5
2	Cultural change		2,5
3	A person in the process of change introduction		2,5
4	Resistance to change		2,5
5	Roles in the process of change implementation		2,5
6	The essence and role of trust in the process of change introduction		2,5
Workshop			
1	Case 1. Change of strategy Case study, moderated discussion. Work in groups of 3-4 people.		2,5
2	Case 2. Change in structure Case study, moderated discussion. Work in groups of 3-4 people.		2,5
3	Case 3. Small steps method Case study, moderated discussion. Work in groups of 3-4 people.		2,5
4	Case 4. Dismissal and what next? Case study, moderated discussion. Work in groups of 3-4 people.		2,5
5	Case 5. Change in the incentive system Case study, moderated discussion. Work in groups of 3-4 people.		2,5
6	Case 6. New structure Case study, moderated discussion. Work in groups of 3-4 people.		2,5
10. Individual Student's Work			
#.	Description		Hours
	Preparation for midterm exam		20
	Preparation for coaching session		25
11. Assessment Methods	Coursework (100%): project (40%); midterm exam (60%)		
12. Assessment Criteria	Points translate into marks as follows: 50 - 59 points: mark 3 60 - 69 points: mark 3.5 70 - 79 points: mark 4		

	80 - 89 points: mark 4.5 90 - 98 points: mark 5 98-100 points: mark 5.5 In the case of exceptional student's performance, the lecturer may award a mark of 5.5 even with an insufficient number of points scored.		
13. ECTS Credits	3		
		Hours	ECTS
	Contact Hours		
	Workshop	15	0,6
	Seminar	15	0,6
	Other Form		
	Individual Student's Work		
	- Preparation for midterm exam	20	2,8
	- Group project	25	
	SUMM	75	3
14. Required Readings	Ph. Kotler, J. A. Caslione (2013) Chaotics: The Business of Managing and Marketing in the Age of Turbulence		
15. Recommended Readings			
16. Place where module is run	Lazarski University		
17. Other	n/a		