



School of Economics and Management

FEKE18, Leading Change in Complex and Uncertain Environments, 2.5 credits

Att leda förändring i komplexa och osäkra situationer, 2,5 högskolepoäng
First Cycle / Grundnivå

Details of approval

The syllabus was approved by Academic Director of Studies at Department of Business Administration on 2024-08-30. The syllabus comes into effect 2024-08-30 and is valid from the autumn semester 2024.

General information

The course is particularly appropriate for persons with previous experience of academic studies and relevant work experience. The course has a clear practical approach, and the studies benefit from opportunities for immediate use of the knowledge conveyed in the course.

Language of instruction: English

The course is offered in English, students must therefore be able to communicate in English both orally and in writing.

Main field of study *Specialisation*

Business Administration GXX, First cycle, in-depth level of the course cannot be classified

Learning outcomes

The overall aim of the course is to create insight and familiarity with the language, concepts, models and tools to create change in complex situations. The goal is also for the students to be able to formulate concrete plans for processes to create change in complex situations.

A passing grade on the course is given to students who demonstrate the ability to:

Knowledge and understanding

- Understand the foundations of basic models of organizational change

- Understand fundamental challenges with organizational change in complex situations
- Understand the basics of relevant models for organizational change in complex situations

Competence and skills

- Apply the knowledge and understanding described above in practice
- Convey insights from the application of the knowledge and understanding described above

Judgement and approach

- Evaluate the usefulness and relevance of the knowledge and understanding described above in practice
- Critically and constructively review the material conveyed in the course
- Identify individual need for further competence development regarding the overall objectives of the course

Course content

Companies and organizations find themselves in increasingly more complex and difficult-to-interpret situations and are in themselves complex systems in development. This has consequences for how to successfully lead organizational change processes. The course conveys and practices the use of a language, concepts, models and tools to lead change in complex situations and complex organizations.

The course has the following focus areas:

- The basics of predominant theories and models for organizational change
- Central challenges for learning and change in complex situations and complex organizations
- Models and tools for change leadership in complex situations

Course design

The teaching is online-based and consists of lectures, lessons, group exercises and work with reports of various kinds. The course conveys a selection of basic concepts, theories, and models. The course also contains elements of practical application, preferably with a focus on the students' own experiences and relevant challenges.

Assessment

The course is examined through:

1. An individual report with a focus on practical application (2 credits) P/F
2. An individual quiz with a focus on theoretical understanding (0.5 credits) P/F

The examiner, in consultation with Disability Support Services, may deviate from the regular form of examination in order to provide a permanently disabled student with a form of examination equivalent to that of a student without a disability.

Grades

Grading scale includes the grades: Fail, Pass

Entry requirements

120 credits of university studies or equivalent. English B.

Further information

It is recommended that applicants have at least two years of work experience.