UNIVERSITY OF SKÖVDE

TRANSLATION FROM SWEDISH

COURSE SYLLABUS

Leadership for Development and Change A1N

7.5 credits

Course code: FÖ720A
Version number: 2.1
Valid from: 1 July 2024
Ratified by: Curriculum Committee for Business
Date of ratification: 3 October 2023

1. General information about the course

The course is provided by the University of Skövde and is named Leadership for Development and Change A1N (Ledning för förändring A1N). It comprises 7.5 credits and is a second-cycle course. The level of progression is A1N.

The course is a part of the main field of study in Business Administration. The disciplinary domain of the course is Social Sciences.

2. Entry requirements

To be eligible for the course, a bachelor's degree is required at the undergraduate level in business administration extensive at least 180 credits (or the equivalent). A further requirement is proof of skills in English equivalent of studies at upper secondary level in Sweden, known as the Swedish course English 6. This is normally demonstrated by means of an internationelly recognized language test, e.g. IELTS or TOEFL or the equivalent.

3. Course content

The course aims to deepen the students' knowledge and understanding of how leadership can be shaped for a development and change to be implemented and successfully work in companies and organizations. A change poses great demands on the managers managing the operational development. The course also aims for the student to develop a broad understanding of the interaction between organization and its environment.

Classical change management is taught as well as the conditions that prevail for change. Specifically, prerequisite for change management based on system, structure and culture at different levels of an organization, are discussed. Another important area is the contexts impact of how change management is likely to be carried out. Students need to develop an understanding of how development and change can be implemented, and from a development and change situation, or processes, students need also be able to explain this situation based on different perspectives.

4. Objectives

After completed course the student should be able to:

- critically analyze known change management concepts based on strengths and weaknesses,
- demonstrate the ability to understand project and quality models as a way of working for development and change,
- independently apply and reflect on theoretical perspectives on a given change situation or change process, and
- analyze the conditions for change in an organization, based on structural, cultural and human aspects.

5. Examination

The course is graded A (Excellent), B (Very good), C (Good), D (Satisfactory), E (Sufficient) or F (Fail).

Examination takes place through an individual written examination and through a written assignment of a major change process with presentation and opposition of it written assignment.

The examinations of the course consist of the following modes of assessment:

- **Individual written examination**
  4 credits, grades: A/B/C/D/E/F (determines the final grade)
- **Written assignment**
  3 credits, grades: G/U
- **Oral presentation and opposition on written assignment**
  0.5 credit, grades: G/U

Students with a permanent disability who have been approved for directed educational support may be offered adapted modes of assessment.

6. Types of instruction and language of instruction

The teaching consists of lectures, supervision and seminars with written assignment.

The teaching is conducted in English.

7. Course literature and other educational materials

Alvesson, M., & Sveningsson, S. (2015). *Changing Organizational Culture: Cultural change work in progress* (2nd ed). Routledge. ISBN 9781138918603.

Tengblad, S., & Oudhuis, M. (2018). *The resilience framework - organizing for sustained viability*. Springer. ISBN 9789811053139.

Scientific articles

Reference literature

Christensen, T., m.fl (2020). *Organization theory and the public sector: Instrument, culture and myth*. Routledge. ISBN 9780367428914.

Kotter, J. P. (2012). *Leading Change, With a New Preface by the Author*. Harvard Business Review Press. ISBN 9781422186435.

Pettigrew, A. M., Whittington, R. & Thomas, H. (2006). *Handbook of strategy and management*. SAGE Publications Ltd. ISBN 9781412921213.

8. Student influence

Student influence in the course is ensured by means of course evaluation. The students are informed about the results of the evaluation and potential measures that have been taken or are planned, based on the course evaluation.

9. Additional information

Further information about the course, as well as national and local governing documents for higher education, is available on the website of the University of Skövde.