

**WILMINGTON UNIVERSITY**  
**COLLEGE OF BUSINESS**  
**BASIC COURSE INFORMATION**

**COURSE TITLE:** Change Management

**COURSE NUMBER:** HRM 365

**PRE-REQUISITE(S):** NONE

**COURSE DESCRIPTION:**

This course is designed to provide students with a conceptual framework addressing the strategic importance of managing change and organization development (OD) in various agencies, human service organizations, community organizations and other settings

**MAJOR INSTRUCTIONAL GOALS:**

**GOAL A:**

The student will be able to identify and apply planning, implementation, and evaluation strategies for effective change programs in various organizations and other settings.

**Learning Objectives:** The student will:

- A-1 Explain the application of the theories and perspectives concerning managing change and organization development in the context
- A-2 Summarize the role of the internal and external environment in driving or restraining change and OD, as well as the importance of the political, cultural and technological contexts.

**GOAL B:**

The student will be able to examine the role of change agents at various levels of the organization and apply the integrated concepts that maximize the capability of the skills acquired to effectively adapt to and cope with change and turbulent environments.

- B-3 Explain the dynamics and issues in implementing and executing a change strategy or an OD intervention

**GOAL C:**

The student will demonstrate effective written and oral communication skills when discussing leading change initiatives and clarifying their values.

**Learning Objectives:** The student will:

- C-1 Critique and reflect on ideas discussed in the course text through a weekly blog.
- C-2 Criticize change management literature through a book analysis.
- C-3 Organize interviews with two Change Management professionals regarding their experiences.
- C-4 Report on interview experiences of two Change Management professionals in a presentation summarizing their findings.