



Indian Institute of Management Indore

EXECUTIVE POST GRADUATE PROGRAM IN E-GOVERNANCE

2013-14

Title of the Course: Change Management

Credits: 2

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COURSE DESCRIPTION

The basic objective of this course is to create awareness about the change management process, thereby contributing to organizational development. Resistance to change may be high when a new initiative has to be implemented in an organization. In this context, change management plays a crucial role. In a developing country it becomes still more difficult to implement information technology related projects. This course will provide frameworks, which will help the participants to take decision while designing a change management and organization development process in their organization.

COURSE OBJECTIVES

This course has following objectives:

- To create awareness about the change management process
- To provide participants with comprehensive view of the organization development process
- To build foundations of the Organization Development process using simulations

PEDAGOGY

Lectures, Case Discussion and Simulation

EVALUATION

(mca)

Quiz (Based on Reading) - 2 Quiz	My Cook	50%
Class Participation - 1		20%
Group Assignment - 1	: :	30%

Text or Reference (if any):

Cummings & Worley (2007). Organizational Development and Change. 8th Edition. Thomson: India Edition

SCHEDULE OF SESSIONS:

Introduction to Change Management Process and Organization Development

Module Objective(s): To create an understanding about the change management, organizational development and its relevance in the competitive business environment

Sessions 1 / Introduction to Change Management and Organizational Development

Readings: (1) Cummings and Worley (2007). Organization Development and Change. Chapter 1: General

Introduction to Organizational Development

Case:

TGIF

19020

7/05 -Session 2)

Organizational Renewal and Planned Change

Readings: 2R Cummings and Worley (2007). Organization Development and Change. Chapter 2: The

nature of planned change.

2R2 Vermeulen, F., & Puranam, P. (2010). Change for change's sake. HBR Article.

Leading Change at Simmons, HBR Case

Session 3 Organizational Renewal and Planned Change

Readings: 301 Cummings and Worley (2007). Organization Development and Change. Chapter 2: The

nature of planned change.

302 Kotter, J. P. (2007). Leading Change: Why transformation efforts fail. HBR article.

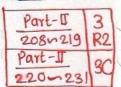
The NoGo Rail Road & Simulation: Downsizing - A consensus seeking activity

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Part-L

3 Part-I R1

289 -203





Organization Development Process and Designing Intervention

Module Objective(s): To discuss the stages and processes involved in organization development and designing intervention

Entering into an OD contract and Diagnosing organizations, groups and jobs

Readings: 4R Cummings and Worley (2007). Organization Development and Change. Chapter 4,5,6,7.

Simulation: 45 The OD Practioner Style Matrix

Session 5 Designing Interventions

Readings: 5R Cummings and Worley (2007). Organization Development and Change. Chapter 9.

Simulation: 55 The Franklin Company

Session 6 **Designing Interventions**

Readings: (R Kotter, J. P. & Schlesinger, L. A. (2008). Choosing strategies for change. HBR article.

66 The Farm Bank

Part-[5R 800 9 Part-S 55 92099 Part-1 6R 2320243

Part-II 2440250 Process consulting skills

Readings: 7R Cummings and Worley (2007). Organization Development and Change. Chapter 11.

Simulation: 75 Apex Oil Spill

Team development interventions; intergroup processes and goal setting

Readings: **%**R Cummings and Worley (2007). Organization Development and Change. Chapter 13.

Data Vision (A)

Part-I 1220129 Part-I 130 - 149 250 × 271 80

7R

Part-I

1000 121

Session 9 Organizational culture and Organizational Transformation

Readings: 9R Cummings and Worley (2007). Organization Development and Change. Chapter 14.

9C Trojan Technologies Incorporation

Part - [150~ 179 Part-II 90 272 287

Simulation of Conflict styles

10R

Notes Not available: 26 & 105.

Our roll of 9,10,11,2,20

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