

Title of the Module / Unit	5 – Managing Change
Module / Unit Description Provide a brief description of the module.	The aim of this unit is to introduce different models and practices of change management. The unit further aims to assist learners to develop an understanding of the issues and practices involved in the management of change and those activities that contribute to positive organisational change. Learners are encouraged to develop and use their problem solving skills.
Learning Outcomes	Competences: – at the end of the module/unit the learner will have acquired the responsibility and autonomy to:
	a) Understand the concept of change management in an organisational context b) Analyse issues that concern significant organisational change c) Be able to prepare a change management plan
	Knowledge – at the end of the module/unit the learner will have been exposed to the following:
	a) Evaluate organisation plans and arrangements to accommodate the change b) Analyse the internal and external environments which influence organisational change c) Examine approaches to enable successful change
	Skills – at the end of the module/unit the learner will have acquired the following skills:
	Applying knowledge and understanding The learner will be able to: a) Identify the resources impact of change on the organisation b) Develop plans to involve stakeholders in planning for and supporting change c) Plan the implementation and evaluation of a change process.

Judgment Skills and Critical Abilities

This section has been made sufficiently open to accommodate both vocational and academic orientations. Applicants can refer to Judgement Skills, or Critical Abilities (critical skills, dispositions, values and actions), or both.

The learner will be able to:

- a) Provide recommendations to support a team approach to managing change
- b) Consider different options and approaches for an organisation that needs to make changes
- c) Review the successes and failures of the change process

Module-Specific Communication Skills

(Over and above those mentioned in Section B)

The learner will be able to:

- a) Explain positive and negative implications for making the change
- b) Produce plans that prepare the organisation for change and support implementation
- c) Monitor and evaluate the change implementation

Module-Specific Learner Skills

(Over and above those mentioned in Section B)

The learner will be able to

- a) Be able to prepare a change management plan
- b) Analyse the internal and external environments which influence organisational change
- c) Review the successes and failures of the change process

Module-Specific Digital Skills and Competences

(Over and above those mentioned in Section B)

	<p><i>(These digital skills are covered by the primary objectives of this course in Section B – so the skills referred to above address this section)</i></p> <p>The learner will be able to</p> <p>a)</p> <p>b)</p> <p>c)</p> <p>etc.</p>	
<p>Hours of Total Learning for this Module / Unit</p> <p>1 ECTS is equivalent to 25 total hours of learning, inclusive of contact hours, supervised placement and practice hours, self-study hours and assessment hours. At least 20% (5 hours for every ECTS) must be <u>contact hours</u> or as otherwise established from time to time by NCFHE.</p>	<p>Total Contact Hours ¹</p> <p style="text-align: right;">35</p> <p>(Contact Hours are hours invested in learning new content under the Direction of a tutor/lecturer (e.g. lectures, participation in online forums, video-lectures).)</p>	<p>Supervised Placement and Practice Hours</p> <p style="text-align: right;">20</p> <p>(During these hours the learner is supervised, coached or mentored.)</p>
	<p>Self-Study Hours</p> <p style="text-align: right;">100</p> <p>(Estimated workload of research and study.)</p>	<p>Assessment Hours</p> <p style="text-align: right;">20</p> <p>(Examinations/ presentations/ group work/ projects etc.)</p>
<p>Total Learning Hours of this Module</p>	<p>_____175_____ Hours</p>	
<p>Percentage of Total Contact Hours delivered online.</p> <p>In the case of online/blended learning, kindly indicate the total number of contact hours delivered online and those face-to-face.</p>	<p>Contact Hours Delivered Online</p> <p style="text-align: right;">□</p>	<p>Contact Hours Delivered Face-to-Face</p> <p style="text-align: right;">100 %</p>

¹ In the case of online learning, synchronous and asynchronous learning activities under the direction and control of an instructor are considered as contact hours.