

Course Title	Leading Change and Team Building				
Course Code	MGT215				
Course Type	Optional				
Level	Bachelor (1 st Cycle)				
Year / Semester	2 nd Year/5 th Semester				
Teacher's Name	TBA				
ECTS	6	Lectures / week	3 hours/ 14 weeks	Laboratories / week	None
Course Purpose and Objectives	<p>To enable students to understand the role of a leader as a change agent under various complex and dynamic organizational settings.</p> <p>To emphasize the importance of anticipating forces which might cause change and follow a systematic process in changing organizational culture.</p> <p>To be able to work with others, reduce resistance to change and positively react to unforeseen events.</p> <p>Above all, to preserve organizational values in difficult and complex change situations.</p>				
Learning Outcomes	<p>Upon successful completion of this course students should be able to:</p> <ul style="list-style-type: none"> • Explain how to use various leadership concepts for a better understanding of various change situations presented in an organizational setting. • Analyze individual strengths and weaknesses as a leader and as a follower in an effort to develop a personal approach in leading. • Develop a clear sense of the purpose of leadership as well as its ethical dimensions. • Explain the process in changing the organization's culture. • Describe the role of the leader as a change agent. • Participate and lead groups in assigned tasks and projects. • Demonstrate critical thinking and use judgment in creating new possibilities. 				
Prerequisites	MGT100, MGT200	Co-requisites	None		
Course Content	Introduction to individual and organizational change, today's dynamic environment, the role of leadership in change, self-analysis of the				

	<p>leader and the individual style and profile, management versus leadership.</p> <p>Understanding habits and their importance. The heart and the mind during change. Inspiring for change.</p> <p>The importance of a systematic process for transformational success, the force that drives it and issues to avoid.</p> <p>Change implementation theories through history. Crisis situations.</p> <p>Putting together a guiding coalition, building an effective team, trust and common goal.</p> <p>Vision and its importance in the change process. Development of an effective change process. Strategy feasibility.</p> <p>Communicating the vision and change, using different approaches and forums, leading by example.</p> <p>Help and empowerment to employees during change, the role of structure, necessary training, dealing with supervisors who undermine the change in structure.</p> <p>Reward and feedback, reward change agents, dealing with cynics and difficult employees, building momentum.</p> <p>Changing culture, the various methods and the new methods and behaviour. Handling resistance.</p> <p>Organizations of the future: the importance of teamwork, adaptive behaviour and culture, people who can create a vision, empowerment and leadership at all levels.</p> <p>Recent developments and contemporary issues pertaining to the subject-matter of the course.</p>
Teaching Methodology	Face to Face
Bibliography	<p>Kotter, P. John: Leading Change, McGraw Hill, latest available edition</p> <p>Spector, B.: Implementing Organizational Change: Theory Into Practice, Pearson Education, latest available edition</p>

	<p>Heath C. and Heath D., Switch: How to Change Things When Things are Hard</p> <p>French, W., Bell, C., Zawacki, R.: Organization Development and Transformation: Managing Effective Change. McGraw-Hill, latest available edition</p> <p>David Wilkins, Greg Carolin: Leadership: Pure and Simple: How Transformative leaders create winning organizations, McGraw Hill, latest available edition.</p> <p>Andreatta B., Leading Change, Online Internet Course on Lynda.com</p>								
<p>Assessment</p>	<table border="1"> <tr> <td data-bbox="472 621 1029 659">Examinations</td> <td data-bbox="1029 621 1260 659">70%</td> </tr> <tr> <td data-bbox="472 659 1029 697">Research Projects/Presentations</td> <td data-bbox="1029 659 1260 697">20%</td> </tr> <tr> <td data-bbox="472 697 1029 735">Class Participation and Attendance</td> <td data-bbox="1029 697 1260 735">10%</td> </tr> <tr> <td data-bbox="472 735 1029 772"></td> <td data-bbox="1029 735 1260 772">100%</td> </tr> </table>	Examinations	70%	Research Projects/Presentations	20%	Class Participation and Attendance	10%		100%
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<p>Language</p>	<p>English</p>								