

BUSINESS AND MANAGEMENT

short courses



Managing Change

Awarding organisation: ATHE

Unit level: 6

Unit code: A/508/3608

GLH: 60

Credit value: 15

Unit grading structure: Pass/Merit/Distinction

Assessment guidance: To achieve this unit, learners must achieve the learning outcomes and meet the standards specified by the assessment criteria for the unit. Additional assessment guidance is provided on the ATHE sample assignment brief. In order to achieve LO1 and LO2 learners can approach their work from a theoretical perspective, using examples to illustrate the points which are made. For LO3 learners must apply their learning in a real context or base their evidence on a case study

Unit aims

The aim of this unit is to develop the knowledge, understanding and skills required to manage change within an organisation. Learners will develop an understanding of the need for managing change and the different models that can be used to support this process.

Learning outcomes

The learner will:

Assessment criteria

The learner can:

Pass

Merit

Distinction

1. Understand how models or frameworks of strategic change can support the change process in organisations

1.1 Analyse factors that may bring about the need for strategic change in an organisation

1.2 Evaluate different models of strategic change

1.3 Assess benefits of using models or frameworks to support organisations through change

1 D1 Analyse the models or frameworks used by a named organisation to facilitate strategic change

2. Understand strategies to encourage the involvement of stakeholders in the management of change

2.1 Assess the different approaches to involving stakeholders in the change process

2.2 Evaluate causes of resistance to change

2.3 Assess the impact on the change process of the different demands made by internal and external stakeholders

2 M1 Analyse management techniques that can be used to manage resistance to change

3. Be able to develop a change strategy against business aims and objectives

3.1 Justify the need for change within an organisation

3.2 Use appropriate organisational change models or frameworks to develop a change strategy

3.3 Evaluate different measures and systems to monitor the progress and effectiveness of the change strategy

3 M1 Evaluate the role of the leader in creating and implementing the change strategy

3 D1 Create a plan for implementation of the change strategy

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