

BXL622 Organisations as Complex Environments and Change

Level: 6

Credit Units: 5 Credit Units

Language: ENGLISH

Presentation Pattern: EVERY SEMESTER

Synopsis:

Organisations operate within complex ecosystems. Learners will be challenged to make meaning of differing theoretical perspectives on contemporary theories of organisation and organisational development, and their ideas about learning, innovation, and change. This meaning making process will contribute to learners' ability to position and support change. Using Knowledge Forum software and physical face-to-face sessions, they will learn to lead discussions that improve on ideas and understandings and move the discussion forward to deepen and co-construct knowledge of this field. Using their own or a selected organisation as the subject, they will move between theory and practice to grow their stance (philosophical beliefs) about organisational change in complex, dynamically changing environments.

Topics:

- Using Knowledge Forum
- The nature of organisations as a complex environment
- Organisational theories and the learning organisation
- Organisations in dynamically changing ecosystems
- Organisations and change
- Trends in relevant ecosystems
- Change models
- Does practice theory go beyond O&D understandings?
- Evaluating practices
- Using a new eye to understand challenges and possibilities for learning, innovation and change
- Synthesising key concepts
- Learners' reflexive stance

Learning Outcome:

- Critique organisational develop theories
- Examine what organisational theories imply for learning, change and innovation
- Evaluate different change models
- Analyse the role of their organisation within its ecosystem
- Collect a range of practices that support learning, innovation and change
- Construct their own stance on change that supports learning and innovation in organisations

Assessment Strategies (Evening Class):

Components	Description	Weightage Allocation (%)
Overall Continuous Assessment	TUTOR-MARKED ASSIGNMENT 1	30

Overall Continuous Assessment	PARTICIPATION 1	20
Overall Examinable Components	ECA	50
Total		100