

ESG503 Change Management and Corporate Sustainability Transformation

Level: 5

Credit Units: 5 Credit Units

Language: ENGLISH

Presentation Pattern: EVERY REGULAR SEMESTER

Synopsis:

This course ESG503 Change Management and Corporate Sustainability Transformation presents the concepts and fundamentals of change management and sustainability. These areas rose to prominence since change management and sustainable transformation are key elements in driving organisations to obtain competitive advantages and economic viability in the long term. Students will learn about the importance of change management in organisations' sustainability transformation roadmap. The course provides students with an opportunity to explore various change management models that can help corporations grow. Topics on social and environmental sustainability, for example, inclusion, diversity, workplace health and safety, carbon footprint reduction, recycling, clean energy, and green technology are included in this course as well. This course also discusses contemporary topics such as innovation and application of technologies and AI for sustainability.

Topics:

- Change management for sustainability and ESG performance
- Importance of change management
- Types and models of change management for sustainability
- Creating a vision and an organisational culture of sustainability
- Strategic and structural change for sustainability
- Leaders as change agents
- Managing resistance to change
- Social sustainability (inclusion, diversity, wellness, workplace health and safety)
- Environmental sustainability (recycling, carbon footprint reduction, clean energy, green technology)
- Innovation for sustainability
- Application of technologies and AI for sustainability
- Implementing change: Practical considerations

Textbooks:

Change Management for Sustainability Huong Ha Business Expert Press
ISBN-13: 9781606494998

Learning Outcome:

- Assess the importance of change management in the corporate sustainability transformation roadmap, including ESG (Environmental, Social and Governance) performance
- Create a vision and an organisational culture of sustainability, incorporating strategic, structural and behavioural changes in the sustainability transformation process
- Appraise the role of leaders as change agents for sustainability, and how to manage resistance to change
- Recommend suitable change models and design a change plan for environmental sustainability for a hypothetical client
- Evaluate contemporary topics, including innovation, technologies, and AI adoption, in change management for sustainability
- Prepare reports by conducting research on change management and sustainability.

Assessment Strategies - Regular Semester (Evening Class):

Components	Description	Weightage Allocation (%)
Overall Continuous Assessment	PARTICIPATION 1	20
	GROUP BASED ASSIGNMENT 1	30
Overall Examinable Components	ECA	50
Total		100

*The information listed is subject to review and change.