

# CHANGE IN THE WORKPLACE (PSYC 641.102) -- COURSE MAP

Adapted by Joan McMahon from illustrations by Marj Ashcraft 6/00

## ASSIGNMENTS

IN SUPPORT OF THE COURSE OBJECTIVES

ESTIMATED TIME ON TASK = 90 hours

### COURSE OBJECTIVES

#### COURSE GOALS

Analyze the contemporary workspace as a learning organization.

- EACH STUDENT WILL BE ABLE TO:
1. Use a checklist to record information about their organization
  2. Summarize several important theories explaining transformations in the workplace.
  3. Describe the main characteristics of a "learning organization"

Generate a model of planned change for your organization.

1. Describe specific models of planned change
2. Select an intervention and analyze your own organization
3. Use a model to evaluate a planned change in your own organization

Each student is **required** to:

**Due Date:**

1. Work in change agent consulting teams with peers in similar worksites or with similar career goals (10%)

Weeks 1-3  
F2F  
Discussion Board

18 HOURS

2. Use checklists to record interviews, records, observations in change agent roles, then discuss and analyze their findings related to theories (5%)

Week 4  
Discussion Board

6-9 HOURS

3. Develop a storybook (30%) with pictures to tell the unique story of their organization including

- Demographics
- Technology and Global transformational concepts
- Post Industrial concepts
- Learning Organization concepts

Weeks 5-7  
Independent Work and F2F

12 HOURS preparation  
3 HOURS delivery

Lead a discussion on planned change. (Which models would work best in your organization?) (5%)

Weeks 7 & 8  
Discussion Board

12 HOURS

Complete a WebQuest analyzing a model (10%)

Week 9  
Discussion Board

3 HOURS

Select a model to test out interventions for future directions with someone in your organization (10%)

Weeks 10 & 11  
F2F and Discussion Board

12 HOURS

Generate a model of portfolio quality based on a theory of planned change including readiness and resistance assessments, change management planning strategies and intervention techniques, and their role as the change agent (30%)

Weeks 12-14  
Independent Work and F2F

18 HOURS PREPARATION  
3 HOURS DELIVERY