

Course discipline/number/title: SMGT 1137: Leading Innovation and Change

A. CATALOG DESCRIPTION

1. Credits: 3
2. Hours/Week: 3
3. Prerequisites (Course discipline/number): None
4. Other requirements: None
5. MnTC Goals (if any): NA

B. COURSE DESCRIPTION: The 21st Century workplace demands leaders who respond to the ever-changing needs of the global work environment. This course will provide learners with tools and techniques that are essential in keeping pace with the rapid and dramatic changes taking place in the today's workplace. Students will learn to lead effectively and to identify and overcome resistance to change by creating a work environment where change and innovation is expected and viewed as positive.

C. DATE LAST REVISED (Month, year): February, 2022

D. OUTLINE OF MAJOR CONTENT AREAS:

1. Business case for innovation and change
2. Elements of the change process
3. Innovation process and roles
4. Change and innovation theories
5. Overcoming resistance to change
6. Successful change agent/leader behaviors

E. LEARNING OUTCOMES (GENERAL): The student will be able to:

1. Explain the business case for change and innovation within organizations.
2. Analyze change and innovation theories.
3. Determine the role and behaviors of successful change agents.
4. Apply methods for identifying change and innovation opportunities in the workplace.
5. Create strategies to overcome barriers to change and innovation.

F. LEARNING OUTCOMES (MNTC): NA

G. METHODS FOR EVALUATION OF STUDENT LEARNING: Methods may include but are not limited to:

1. Written assignments
2. Exams and quizzes
3. Portfolio of projects
4. Presentations
5. Participation

H. RCTC CORE OUTCOME(S). This course contributes to meeting the following RCTC Core Outcome(s): Critical Thinking. Students will think systematically and explore information thoroughly before accepting or formulating a position or conclusion.

I. SPECIAL INFORMATION (if any): None