BAKER COLLEGE  
STUDENT LEARNING OUTCOMES  
MGT3110A Change Management  
3 Semester Hours

Student Learning Outcomes and Enabling Objectives

1. Evaluate the importance of having a change process.
   a. Explain the concept of change in a business setting.
   b. Investigate the value, scope, and impact of change on an organization.
   c. Discuss the importance of anticipating change and the potential impact change could have on a company.
   d. Explain the importance of a communication channel and its' effects on change.
   e. Develop strategies to implement change.
   f. Analyze outcomes derived from change.
   g. Explore environmental scanning tools used to forecast potential trends and issues.
   h. Analyze the environmental, external, and personal factors that could potentially affect change.
   i. Investigate the impact of technology on change.
   j. Evaluate how stakeholders impact and influence change.
   k. Analyze the impact human factors (personalities, organizational behavior) has on change within an organization.

2. Develop an organizational change plan.
   a. Outline the steps involved in a change plan process.
   b. Document evidence-based practices and tools that provide evidence to support the need for change.
   c. Assess the change readiness of an organization.
   d. Describe the global implications of a change plan.
   e. Investigate roll out strategies to communicate the change plan to various stakeholders.
   f. Analyze various methods to educate and support stakeholders during the change process.
   g. Describe evidence-based measures and practices for the implementation and evaluation phases of the change plan.

3. Explain the change leader role and ethical reasons for change in the organization.
   a. Explain the value of ethical decision-making.
   b. Identify the importance of transparency during the change process.
   c. Analyze the ethical impact of change on all stakeholders.

These SLOs are approved for experiential credit.