



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.
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Effective Fall 2019