| Course Content and Learning Objectives | Change continually shapes and influences every day institutional operations. Change must be learned, however, and any project that results in or promotes change in organizations requires professional management of that change. This course will concentrate on a systematic approach to (planned) changes and conducts an in-depth discussion into the tasks and challenges of and coping mechanisms for change management, with a specific focus on issues surrounding implementation of technology within learning environments and educational institutions. **Learning Objectives:**

At the end of this course, students should be able to:

1. Describe the need for and goals of change management.
2. Outline models of change management and how these models can be implemented within TEL organizations.
3. Describe the role of staff and management leadership within change processes.
4. Identify (incentive) tools for supporting management of change, as well as recognize limitations of the tools.
5. Develop recommendations and action plans for managing change within TEL organizations.
6. Possibilities of communication and participation in the change of and in organizations can show. |

<table>
<thead>
<tr>
<th>Teaching and Learning Forms</th>
<th>Internet-based discussion forums, group activities, learning activities, webinars, self-study, online seminars with guest experts</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prerequisites</td>
<td>Proficiency in internet and Microsoft Office use; self-organization skills; mtl100, mtl105</td>
</tr>
<tr>
<td>Course Use/Reuse</td>
<td>Elective. Course module is shared with the MBA program.</td>
</tr>
<tr>
<td>Requirements for Awarding ECTS Credits</td>
<td>Students must successfully complete learning activities (PASS/FAIL) throughout the course, as well as regularly participate in discussion forums and group activities. ECTS points will be awarded upon successful completion of the portfolio, which includes the results of all course learning activities (e.g., brief essay, case study, expert interviews, report, reflective learning journal, small group project, debate, bibliography/annotation).</td>
</tr>
</tbody>
</table>
**ECTS Points and Grading**

- **6 ECTS**
- **Grading Scale:** 1,0 / 1,3 / 1,7 / 2,0 / 2,3 / 2,7 / 3,0 / 3,3 / 3,7 / 4,0 / 5,0
- Learning activities will be graded as PASS/FAIL. At mid-semester, students will receive a progress report regarding their status in class, along with feedback for improvement.

<table>
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<tr>
<th>Course Frequency/Cycle</th>
<th>Minimum once per academic year</th>
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**Workload**

- **180 hours** (self-study: approx. 80 hours; learning activities: approx. 80 hours; participation: approx. 20 hours)
- **6 credit points per course**

**Course Length**

- **15 weeks**

**Other Information**