

Do it with the, not to them - #changemanagement #organizationalchange

You cannot impose change

You cannot impose change – people and teams need to be empowered to find their own solutions and responses, with facilitation and support from managers, and tolerance and compassion from the leaders and executives.

Management and leadership style and behaviour are more important than clever process and policy. Employees need to be able to trust the organization.

Short URL & title:

Successful change management involves the employees —
<http://www.torbenrick.eu/t/r/xcr>

Assignment Assessment Criteria

Criteria	Description	Weight (%)
1 Introduction	Brief Summary of the article Objective of the assessment	15
2 Content and Analysis	1. Select theories/concepts of leading and managing change applicable to the article with articulated critical understanding.	20
	2. Critically evaluate the strengths and weaknesses of the author's opinion and discuss the positive and negative points based on own overall judgment.	25
	3. Discuss own point of view based on self evaluation and relatedness of critical analysis to theoretical models of change.	20
3 Conclusion	Conclude the key points and reasons identified during the critical evaluation.	10
4 References	Implement Harvard Style of Referencing (minimum of 15 references with year not older than 2006 from varied sources).	10%
Total		100%

Plagiarism Warning

Summary

- Plagiarism occurs if you use somebody else's work in an assignment or exam answer, but fail to state where you got the material from.
- It can happen in any type of assessment where you are given the questions or tasks in advance.
- If another student uses your work in their answer(s), both you and they will be punished when caught.
- Punishments for committing plagiarism can be very severe.

The details

Plagiarism is a form of cheating in which students use the work of others and present it as their own. Staffordshire University publishes a fully detailed description of what the term 'plagiarism' means on the University's main web-site under the heading '*Procedures for dealing with suspected cases of academic dishonesty*'. We strongly recommend that you go and read the full document at the above address. Meanwhile, here is an extract of some of the relevant content. You will have committed plagiarism and may be caught, reported and punished (as described below) if you:

- Copy extensively from the work of others (from sources such as books, magazines, journals, web-sites for example) and submit the work as your own. NB It is acceptable to refer to the work of others as long as you do not use too much, and reference your sources properly. If you do not know how to do this, please follow the guidelines given in the document entitled '*Adding quotations and references to your written work*' at this web-site address:
<http://www.staffs.ac.uk/schools/business/bsadmin/staff/s3/jamr.htm>
- Copy another students' work and submit it for assessment under your own name.
- Allow another student to copy *your* work and they then submit it for assessment under *their* name

This last item is of particular importance; few students seem to understand what it means. If, for example, you allow another student to borrow your work and they subsequently copy some that work and present it as their own, you and they will *both* be punished even though someone else copied your work.

The risks of working with other students

Some assessment tasks are explicitly designed for group work, and it will be made clear that a group answer is expected from you. All other tasks are intended as an assessment of your *individual* comprehension and performance, and group answers are not permitted. In individually assessed forms of assessment your work must be different from that of every other student. Plagiarism can occur in assignments and any examination where the questions are issued to students in advance. In both cases it is possible for you to ask other people about how best to answer the questions or complete the necessary task.

You should be aware that *different modules* and subjects may have *different* requirements. In some subjects, answers to questions may, for example, require every student on a module to employ or refer to the same diagram(s), concepts and the like in order to construct an acceptable answer. You should note, however, that even in these circumstances your explanations of what the diagrams mean, and any other writing referring to any common diagrams and concepts should all be *in your own words*. Moreover, the situation may be very different on other modules, where the submission of work that has a very similar structure, or the use of very similar materials such as *concepts, diagrams, quotations* and the like, to that of another student, may lead to you being accused of plagiarism.

The picture is complicated and, unfortunately, it is not possible to give advice that is directly relevant to *every* module you study. If you are unsure about how to avoid plagiarism in any specific module, then rather than hoping and guessing, you should ask for guidance from the member of staff who delivers that module.

Our overall advice is straightforward; by all means discuss how best to answer questions or complete tasks with your colleagues, but when it comes to actually writing your answers - **DO IT ALONE!**

What happens if you get caught?

Examination Boards may punish offending students in any manner that they deem fit. Typical punishments Boards may choose range from reducing grades, making students re-sit modules, through to failing students on a module or an entire award. The University regards this form of cheating as a serious offence. Full details of the range of likely punishments can be found on the University's web-site under the heading '*Procedures for dealing with suspected cases of academic dishonesty*'.

Please consider yourself warned.

Outline for Managing & Leading Change

Short Assignment – Article Critiquing – 40%

(Write in an essay format. Word limit: 800 (minimum) to 880 (maximum) words.)

- I. **Introduction** (100-120 words)
 - 1.1 **Summary of the Article** (A brief profile of the article; a summary of the idea of the author about change and how change is implemented)
 - 1.2 **Objectives of the Assignment** (refer to the tasks required for the article)

- II. **Content and Analysis** (650 words)
 - 2.1 **Theories/concepts of change that is applicable/related to the article.**
(support theories and analysis with proper relevant citations)
 - 2.2 **Strength and Weaknesses of author's opinion.** (support analysis and evaluation with proper relevant citations)
 - 2.3 **Positive and Negative Points of the author's opinion** (support analysis and evaluation with proper relevant citations)
 - 2.4 **Own Point of View on Implementation of Change** (support own point of view with theory or concept of change with proper citation)

- III. **Conclusion** (130 words)
 - Conclusion should answer the objectives of the assignment.
 - Emphasis/highlights of the findings in the content and analysis

- IV. **References** (at least 15 references)
 - Written on a separate sheet
 - Correctly apply Harvard Style of Referencing
 - Classify your references per:
 - a. Books
 - b. Journals
 - c. Articles
 - d. Thesis/dissertation
 - e. Online Sources)