

## Liverpool John Moores University

Title: EVIDENCE FOR CHANGE  
Status: Definitive  
Code: **6003WCYP** (100651)  
Version Start Date: 01-08-2014

Owning School/Faculty: Nursing and Allied Health  
Teaching School/Faculty: Nursing and Allied Health

Team	Leader
Julie Connolly	Y

**Academic Level:** FHEQ6  
**Credit Value:** 12.00  
**Total Delivered Hours:** 25.00  
**Total Learning Hours:** 120  
**Private Study:** 95

### Delivery Options

Course typically offered: Semester 1

Component	Contact Hours
Lecture	15.000
Seminar	5.000
Tutorial	5.000

**Grading Basis:** 40 %

### Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Essay	AS1	Coursework 100%, An analysis of change within an organisation providing services for Children and Young People and their families	100.0	

### Aims

- 1) To enable the students to implement evidence based practice within their place of work.
- 2) To explore the use of a change management theory in re-shaping the Children's



<b>ISBN</b>	
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<b>Course Material</b>	Book
<b>Author</b>	Hayes, T
<b>Publishing Year</b>	2002
<b>Title</b>	The Theory and Practice of Change management
<b>Subtitle</b>	
<b>Edition</b>	
<b>Publisher</b>	Palgrave
<b>ISBN</b>	

<b>Course Material</b>	Book
<b>Author</b>	Paton, R.A. & McCalman, J
<b>Publishing Year</b>	2000
<b>Title</b>	Change Management
<b>Subtitle</b>	A guide for effective implementation
<b>Edition</b>	2nd
<b>Publisher</b>	Sage
<b>ISBN</b>	

<b>Course Material</b>	Book
<b>Author</b>	Boonstra, J.J.
<b>Publishing Year</b>	2004
<b>Title</b>	Dynamics of Organisational Change and Learning
<b>Subtitle</b>	
<b>Edition</b>	
<b>Publisher</b>	Wiley
<b>ISBN</b>	

<b>Course Material</b>	Book
<b>Author</b>	Rogers, E.M. & Shoemaker, F.F.
<b>Publishing Year</b>	1971
<b>Title</b>	Communication of innovations
<b>Subtitle</b>	A cross-cultural approach
<b>Edition</b>	
<b>Publisher</b>	New York, the free press
<b>ISBN</b>	

<b>Course Material</b>	Book
<b>Author</b>	Hamer, S & Collinson, G
<b>Publishing Year</b>	1999
<b>Title</b>	Achieving evidence based practice: a handbook for practitioners
<b>Subtitle</b>	
<b>Edition</b>	
<b>Publisher</b>	Balliere Tindall
<b>ISBN</b>	

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<b>Course Material</b>	Book
<b>Author</b>	Evans, D & Haines, A
<b>Publishing Year</b>	2000
<b>Title</b>	Implementing evidence based changes in healthcare
<b>Subtitle</b>	
<b>Edition</b>	
<b>Publisher</b>	Radcliffe medical press
<b>ISBN</b>	

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## Notes

This module builds upon the work undertaken in the level two module ASCWC 2005 and the level three dissertation module. The module builds upon the skills of evidence gathering and applies these skills to change management. The focus of the module is to guide students through the process of change management, by undertaking a small scale theoretical project, related to a placement.

This is a mistake, because properly managed, culture can help them achieve change and build organizations that will thrive in even the most trying times. It doesn't have to be that way. Our work suggests that culture can, in fact, be managed. The first and most important step leaders can take to maximize its value and minimize its risks is to become fully aware of how it works. By integrating findings from more than 100 of the most commonly used social and behavioral models, we have identified eight styles that distinguish a culture and can be measured. (We gratefully acknowledge the rich history of cultural studies—going all the way back to the earliest explorations of human nature—on which our work builds.) Organizations have always had cultures, and some managers have probably always been astute enough to figure out how to manage them, as this case illustrates. Systematic research on the cultures of work organizations and how they might be managed to enhance performance and productivity, however, was not pursued with any frequency until the 1980s. A number of popular management books published at that time called attention to cultural issues in the management of organizations (Ouchi, 1981; Pascale and Athos, 1981; Peters and Waterman, 1982; Deal and Kennedy, 1982). The general theme of these books was that culture is important. For HR leaders, corporate culture is a conundrum. On the one hand, it's vital. Happy, motivated employees working toward shared values deliver a consistent experience to customers, bringing tangible financial rewards. Brand perceptions stem from an organization's culture. Employees want a good cultural fit—they want viable work/life solutions. Organizations that want employees to bring their whole selves to work need to demonstrate an open and adaptive culture. On the other hand, it's hard to change culture. It cannot be spoken into exist