

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

workforce.

Learning Outcomes

After completing the module the student should be able to:

- 1 Critically appraise the use of a number of change management theories
- 2 Discuss barriers and strategies for implementing evidence for changing practice
- 3 Demonstrate an awareness of and be able to apply the principles of ethics in relation to change with in the childrens workforce

Learning Outcomes of Assessments

The assessment item list is assessed via the learning outcomes listed:

essay 1 2 3

Outline Syllabus

Barriers and strategies for change implementation, change management theory, ethics and research in relation to children, dissemination of results. Information searching, electronic databases.

Learning Activities

Key note Lectures, supported by tutorials, seminars and personal study. The module will be support via Blackboard, where additional material will be available.

References

Course Material	Book
Author	Anthony, P
Publishing Year	1994
Title	Managing Culture: Managing work and organisations
Subtitle	
Edition	
Publisher	open university
ISBN	

Course Material	Book
Author	Wright, S.G.
Publishing Year	1989
Title	Changing Nursing Practice
Subtitle	
Edition	
Publisher	Edwards Arnold

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

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

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

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

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

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

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.

Organizational culture is a system of shared assumptions, values, and beliefs, which governs how people behave in organizations. Organizational culture includes an organization's expectations, experiences, philosophy, and values that hold it together, and is expressed in its self-image, inner workings, interactions with the outside world, and future expectations. It is based on shared attitudes, beliefs, customs, and written and unwritten rules that have been developed over time and are considered valid. These shared values have a strong influence on the people in the organization and dictate 7 Managing Cultures 8 Managing Conflict 9 Managing Power, Politics, and Decision-making in Organizations 10 Managing Communications 11 Managing Knowledge and Learning 12 Managing Innovation and Change 13 Managing Social Responsibility Ethically. 201. 203 237 259 301 333 361 395. Part Three. Managing organizational structures and processes 435. 14 Managing Bureaucracy 15 Managing Beyond Bureaucracy 16 Managing Organizational Design 17 Managing Globalization. 437 481 517 557. Culture should be managed by design, rather than by default. In other words, be intentional. Every organization has a culture—attending to and nurturing the behaviors that make it up is important to sustaining its health—and the health of those who work within it. Crafting a vibrant culture that contributes to your business goals carries a number of benefits. Competitive advantage . An effective organizational culture is an important competitive advantage because it is difficult to replicate. Competitors can crib your business strategy, copy your product, or go after your customers, but they c