



COURSE SYLLABUS SUMMARY



Universidad de los Andes
Colombia

School of Management
Leadership for Life



ORGANIZATIONAL BEHAVIORAL CHANGE IN THE DIGITAL AGE

Mark Samuel
Audencia Business School



June 21 – July 2 | Monday - Friday (6:30 am – 9:30 am) *Saturday (9:00 a.m. – 12:00 m.) **ONLINE - AM**

DESCRIPTION

Offer students the capacity to deal with behavioral change in organizations by helping them identify, analyze and justify influencing factors, namely, culture, structures, resistance, motivation, role of technology, and the role of the leader, in order to tackle business contingencies amid challenges facing organizations during transformations in the Digital Age.

OBJECTIVES

The course focuses on pragmatically explaining organizational change and its practical applications and implications in the workplace, on the individuals, teams, and organizational systems so that students can develop and/or adjust contemporary models that tackle motivation, engagement,

behavioral modification, governance, and be able to build and quantitatively measure their own operational plans and competence development plans. The main topics within treat the following:

- Organizational systems and behavior toward change
- Overcoming conflicts and resistance to change
- The motivational factors impacting performance
- Interpersonal relations and emotional intelligence
- Cognitive Choices for a leader amid organizational change for synergy creation
- Changing organizational structures to adapt to business dynamics
- Improving business processes to achieve organizational maturity
- Operationalizing strategic objectives and timelines into measurable metrics
- Evaluating performance across the organization (organizational/team/individual levels)
- Boosting organizational learning by nurturing the expertise of the individual and creating team synergies
- The influence of technology disruptions in transforming the organization

METHODOLOGY

Approaching this course from a very practical perspective, this course is based on presentations, case analyses, simulations and in-class exercises that are prepared and presented by those teams that will later on work on the concluding Group Assignment to create synergy for optimal quality of work. In this regard, my teaching style focuses on employing fact driven cases from the business world and sharing them in class to be able to bridge the gap between theory and applications within organizations and thereby equip the students with more practical and relevant instruments in tackling and rectifying pressing issues in Organizational Behavior.

EVALUATION

Individual assignment or final exam: 70%

Group assignment/presentation: 30%

The evaluation system can be subject to changes.

PRE-REQUISITES

General business management and/or HR

Given the uncertainty related to Covid-19, the time schedule and delivery mode of the courses can be subject to changes according to government and institutional regulations.