



Centre for Leadership and Community Learning COURSE OUTLINE

Division: Centre for Leadership and Community Learning
Program: Management Development for Community Settings
Course Code: **MDCS 280**
Course Title: **MANAGING IN A CHANGING ENVIRONMENT**
Course Effective Date:

Previous course code & title:

Required **Elective** **Credits: 1.0**

Total Course Hours (face-to-face): 14

Lab Hours (if any): NA

Practicum Hours (if any): NA

Delivery Method:

Face-to-face **Distance** **Online**

Prerequisites: **MDCS110,120, 230, 240, 250, 260, 270**

Equivalent Course(s) within the JI:

Brief Description:

To survive in the modern world, the community sector, like most of our society, must demonstrate ever-increasing levels of adaptability and resiliency. This course focuses on the most recent changes in a variety of community settings, such as regionalization, new governance models, and emerging service trends. It incorporates the lessons of transition models, systems thinking, and complexity science into the management of change. Through self-assessment, discussions, case assignments, and real on-the-job examples, participants will learn how to maintain personal integrity, moral purpose, and client service in a constantly changing work environment.

Evaluation Profile: Attendance only Credit / No Credit
 Complete/Incomplete Pass/Fail
 Letter Grade % Grade

Passing Grade (if applicable): Credit granted

Evaluation Methods and Percentage of Total Grade:

100% attendance in all classes;

Active contribution in large and small group discussions and activities.

Self evaluation



Skills practice role plays

Completion of written project assignments for MDCS 245, MDCS 285, required for MDCS certificate. Each assignment will be graded on:

- Demonstrated understanding of the content and theory
- Compliance with the assignment requirements
- Provision of sufficient evidence and detail to support your opinions
- Originality, creativity and apparent personal effort
- The practicality of your recommendations
- Clarity of thought, communication and writing skills

Comments will be given on each assignment. However, there will not be a percentage mark assigned. If the assignment fails to meet the established criteria, you will be granted one opportunity to resubmit so that you can earn your certificate.

Learning Outcomes / Goals:

At the end of this two day, 14 hour program, participants will leave this course with an overview of financial planning and resource management.

Learning Objectives:

Upon successful completion of this course, the participant will be able to:

Identify your own change experiences and your sources of strength during change;

Describe more completely the changing community services environment;

Describe the different reactions and strategies for imposed versus initiated change;

Describe and apply the Bridge's Transition Model to your own change experiences;

Describe and apply Fullan's model for Leading Through Change;

Communicate more effectively during the change process; and,

Reduce or overcome resistance to necessary change at work.

Course Topics/Content:

Work life milestones

The changing environment

Imposed and initiated change

Developing change resilience



Change and transition
Leading in a constantly changing world
Effective communication for change
Overcoming resistance to change

Text and Resource Materials:

Required:

Recommended:

Miscellaneous handouts and articles

Comments and Course Policies:

Evaluations: Students who receive an incomplete mark for required assignment submissions will have one opportunity to resubmit. The resubmitted assignment must successfully address any concerns outlined in the feedback provided on the original submission.

Course outline changes: All changes to course outlines communicated to learners in class.

JI Policies refer to website:

www.jibc.bc.ca/studentsservices/main/academicsservices/policies.htm