

Leading Organizational Change

Unit 1



Course Layout and Overview

Five Units

Unit 1: Introduction to Leadership and Organizational Change

Unit 2: Change Management Models and Methods

Unit 3: Organizational Failures in Change Management

Unit 4: Talent Management and Facilitating Change

Unit 5: Recognizing What Changes Need to be Made



Unit 1 Learning Outcomes

- Compare various leadership styles
- Compare how different leaders may affect change
- Describe organizational change in the business setting
- Analyze why organizational change in a given organization needs to occur for business purposes



Why Are Learning Outcomes Important?

- Every learning outcome ties back to course materials and content
- Assessments are tied to each learning outcome
- Test preparation



Unit One Overview Topics

- Leadership styles
- How leaders effect change
- Organizational change in the workplace
- Why organizational change needs to occur



Leadership and Organizational Change Definitions

- Autocratic leadership style
- Democratic leadership style
- Laissez-faire leadership style
- Organizational change
- Transformational leadership style



Compare various leadership styles

- Why is it important to understand leadership styles?
- Autocratic leadership style
- Democratic leadership style
- Laissez-faire leadership style



Leaders are responsible for...



Compare how different leaders may affect change

- Leaders are needed to help create change
- Employees will work to complete changes
- Employees will follow leaders who know how to lead
- Transformational leadership style



Describe organizational change in the business setting

- What does organizational change look like?
- What happens if change does not occur?
- Ensuring employees understand why change is needed
- Who drives organizational change?



Change quote

If you never want to be
criticized, for goodness' sake
don't do anything new.



Jeff Bezos
Founder of Amazon



Why does organizational change need to occur?

- Change is necessary for companies to survive
- Advancing technology has forced businesses to change
- We have numerous examples of business that failed to change
- The pandemic forced businesses to change



Conclusion - Unit 1

- Compare various leadership styles
- Compare how different leaders may affect change
- Describe organizational change in the business setting
- Analyze why organizational change in a given organization needs to occur for business purposes



What's next?

- Unit Two: Change Management Models and Methods
 - We will review the various change models, theories and methods

