Course Specifications
Valid as from the academic year 2018-2019

Course
Change Management (D012151)

Course size
(nominal values; actual values may depend on programme)

<table>
<thead>
<tr>
<th>Credits</th>
<th>Study time</th>
<th>Contact hrs</th>
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<tbody>
<tr>
<td>3.0</td>
<td>90 h</td>
<td>30.0 h</td>
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</tbody>
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Course offerings in academic year 2018-2019
A (semester 2) Dutch

Lecturers in academic year 2018-2019

- Verhaeghe, Rik GE12 lecturer-in-charge
- Boeckxstaens, Pauline GE21 co-lecturer
- Deforche, Benedicte GE12 co-lecturer
- Eeckloo, Kristof GE12 co-lecturer
- SMITH, VANESSA GE35 co-lecturer

Offered in the following programmes in 2018-2019

- Master of Science in Health Care Management and Policy 3 A
- Master of Science in Nursing and Midwifery 3 A

Teaching languages
Dutch

Keywords
Change management, innovation, interprofessional collaboration, models of care, pathways

Position of the course
In the classes change management students acquire theoretical and practical knowledge to implement changes, with or without project approach, successfully. This training focuses on changes within and outside the health sector. For the module Interdisciplinary care strategies: the course consists of an interprofessional module “From care path to care model”. This module is offered to different educational program of the faculty of medicine and health science. Students work in interprofessional teams to a complex problem in care development and organisation and this from a caretaker's, caregiver's, and care management's perspective.

Contents
1. Theories on organizational change
2. Organizational change strategies and methods
3. Processes of organizational change
4. Innovation and change management
5. Overcoming resistance to organizational change
6. Managing changes in corporate culture

For the module Interdisciplinary care strategies: plenary: organisation of care from a patient's perspective; methodological aspects of the development of care paths and models in interprofessional teams: description of care organisation questions and draft of care plan; identification of key stakeholders; translation of literature into practice; tuning in with key stakeholders; development of a care path and/or care model, with a link to prevention.

Initial competences
Students know when innovation of care is an issue and have a basic (medical) knowledge of psychology.

For the module Interdisciplinary care strategies: prior to the course, students participate in an e-learning module on the presentation of the different disciplines in care.
Final competences

1. Students choose between different approaches in care on the grounds of the nature and context of innovation.
2. Students make an implementation plan for care supported by theoretical knowledge on innovation and implementation.
3. Students plan innovative interventions and know the relevant aspects of the implementation of health care innovation.
4. Understanding conjunction with other scientific disciplines and involve them in a care issue.
5. Analysis of complex problems - Working in an inter-professional context.
6. Recognizing the change processes and its own contribution to this through "transformative learning" with regard to the role of "interdependence in education" and the need for cooperation.

Conditions for credit contract

Access to this course unit via a credit contract is determined after successful competences assessment.

Conditions for exam contract

This course unit cannot be taken via an exam contract.

Teaching methods

Guided self-study, group work, lecture, integration seminar, microteaching, project, self-reliant study activities, lecture: response lecture.

Extra information on the teaching methods

Lecture.

Learning materials and price

Course -- +/- 25 EUR. Additional learning material is provided through MINERVA.

References

**Classes Change Management:**

**For the module Interdisciplinary care strategies:**

Course content-related study coaching

On demand.

Evaluation methods

continuous assessment.

Examination methods in case of periodic evaluation during the first examination period

Assignment.

Examination methods in case of periodic evaluation during the second examination period

Assignment.

Examination methods in case of permanent evaluation

Participation, assignment, peer assessment, report.

Possibilities of retake in case of permanent evaluation

Examination during the second examination period is possible in modified form.

Extra information on the examination methods

For the module Interdisciplinary care strategie: participation and paper.

(Approved)
Calculation of the examination mark

**Classes Change Management**
Non-periodical evaluation (100%): individual paper

**For the module Interdisciplinary care strategies: pass/fail system**
Non-periodical evaluation (100%): presentation, individual paper and participation (mandatory).

In case of unjustified absence to 1 or more parts of the module Interdisciplinary care strategies, the student can not pass for the course and the final score is reduced to the highest non-pass score.

In case of justified absence to 1 or more parts of the module Interdisciplinary care strategies, the student can receive an individual assignment.