BUSN 6106
Leaders as Change Agents

Description
In this three-credit, 15-week online graduate course, develop mastery as a change-agent leader who evaluates and implements change within complex and dynamic organizations. Perform an environmental evaluation to assess capacity for change that aligns with the organization's vision and goals. Explore your personal leadership style and how you would develop and inspire others to participate fully in a change initiative. Learn to use the ADKAR change management model to lead a high-performing team, engage stakeholders, and communicate effectively with any audience type.

Projects

Project 1: Evaluate your organization's key performance indicators and diagnose and prescribe change initiatives that have the potential to improve performance.

Project 2: Assess your personal leadership style. Then, define your ideal change management team, team structure, and the individual leadership styles required to effectively implement a change initiative.

Project 3: With the change management team that you have crafted, leverage the double-diamond design thinking approach and the ADKAR change management model to problem solve customer issues with a new product. Create a project plan and communication plan to inform key stakeholders.

Project 4: Craft a summary of your journey through the change management process. Reflect upon how metrics can drive change, the effectiveness of differing leadership styles, how the ADKAR change management model can be used, and other key takeaways.

Outcomes
Completion of the course enables you to:

- Analyze/solve complex managerial and organizational problems
- Use leadership tools to facilitate the inquiry and change discovery process within the organization
- Use project management techniques to deliver change on specification, on time, and on budget
- Measure, evaluate, and sustain a successful change so that it becomes permanent
- Implement practices and processes that move new ideas and inventions to create value
- Communicate with purpose and clarity to present new ideas

Technology
This course is offered through the RensselaerStudio, providing ease of access to all course technologies and software required, any time, anywhere. Synchronous sessions are held via Zoom.

Features
Live, online synchronous sessions with the instructor and professionals from various industries are scheduled every 2-3 weeks throughout the semester. These sessions are designed to cultivate your understanding of course concepts and guide your approach as you gain insights from others.

Have questions about the course? Schedule a time to chat with Rensselaer