

MODULE DESCRIPTOR

General information	
Name of the Module	Innovation and Change Management <i>Edinburgh Napier University module identifier</i>
Leader	Edinburgh Napier University
Credits	10 ECTS
Level (NQF)	7
Requirements	Requirements and prerequisites for students: Currently enrolled on a Master Programme in Health or Social Care (NQF level 7)
Areas of expertise	Social Care Management, Health Care Management
Duration	13 weeks

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Learning and teaching	
Learning outcomes	<p>After completing this module successfully, students will be able to:</p> <ol style="list-style-type: none">1. Critically engage with key theories of innovation, leadership and change management in contributing collaboratively to organisational innovation and effectiveness2. Critically reflect on how effective leaders foster and influence an innovative culture within their organisations3. Critique relevant current literature to explore the impact of leadership approaches and their effects on innovative practice in health and social care4. Evaluate their personal leadership style and its impact within the health and social care environments5. Examine the potential impact of introduction of a client-focussed change to their working environment

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Implementation	This module will be delivered using a blended or online learning approach via a virtual learning environment (Reppu), online lectures and optional face-to-face lectures/tutorials during an intensive week. For students who do not take the option of attending the intensive week these activities will be facilitated online. The module will be organised into core units, which cover the relevant module materials.	
	Independent learning	120-190 hours
	Lectures	30 hours
	Group work	15 hours
	Individual learning activities	15-35 hours
	TOTAL	200-270 hours
Content (key words)	Innovation in social and health care; leading change; organisational culture and practice; PDSA; quality improvement; professional leader; leadership; influencing ; change management	

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Assessment methods and criteria	<p>Assignment 1: Group Presentation due in week 1, and Learning diary due week 9 (equivalent to 2000 words)</p> <p>During the Intensive week, students will be required to deliver a short group presentation relating to their learning around Innovation, Change Management and Leadership. Students will also be required to complete a learning log, which addresses the application of the learning outcomes (LO 2 and 4). This will include details of the learning activities that they have undertaken and how this has contributed to their leadership and change management development. (Included in this will be to undertake a self-assessment of personal leadership style – using a recognised tool.) This reflective account of their learning experiences will also require the student to integrate evidence from literature and apply this to demonstrate the transfer of knowledge to practice.</p> <p>Assignment 2: Plan of Change: due week 13 (2000 words)</p> <p>Assignment 2 will require students to develop a plan around a client-focussed change, relating to their own social or health care organisation. This will require students to critically engage with the theoretical background and research-based knowledge on leadership, innovation and change management in social and health care management. They will need to plan the change and hypothesise around its application. LOs 1, 3 and 5 will be demonstrated through this assessment.</p> <p>Value of each assessment method: Assignment 1 – 40% Assignment 2 – 60%</p>
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Learning and Teaching strategies	<p>The purpose of this module is to develop students' critical skills and knowledge – in order to empower them effectively to embrace innovation, and implement change in their own working environment.</p> <p>The module incorporates student's prior learning and experiences on the subject matter. Students will develop a range of core skills essential for effective leadership and change management practice within contemporary health and social care organisations including: planning change; collaborative working; critical thinking; critical reflection; influencing; problem solving and decision-making. IT proficiency, and other skills for developing personal and professional effectiveness will also be supported. Students will also have the opportunity to develop their communication skills (verbal, reading and written) throughout the module.</p> <p>The learning and teaching strategy incorporates an optional one-week intensive programme combined with on-line learning materials. The intensive programme provides an opportunity to explore the module topics within a face-to-face setting and working in groups to explore key themes and issues within a health and social care context. All activities may also be completed online through interactive lectures and activities. The group dynamics will facilitate a sense of community and collaborative learning bringing together student experiences in the area of innovation, leadership and change management.</p> <p>The LTA strategy will be supported by Reppu (<i>Moodle hosted by Lahti University of Applied Science for all shared DOCMAN modules</i>), which provides access to the University's virtual learning environment and learning support systems. Students will be provided with learning materials to develop their knowledge and skills through on-line media. This includes (but is not limited to):</p> <ul style="list-style-type: none">• the module handbook• guided reading, articles and activities for each of the module units• on-line discussion fora• videos, podcasts <p>The module will be organised into core units that will enable students to critically analyse each topic area and reflect upon their own practice, and also that of organisations within health and social care settings. Students will be encouraged to contribute to on-line discussions and share knowledge through scheduled tutor-led discussions at key points.</p>
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The implementation will focus on four areas:

- Part 1: Theoretical knowledge on innovation, change management and leadership
- Part 2: Evaluation of personal leadership style and related learning needs
- Part 3: Application of change and leadership theory to practice in social and health care organisations
- Part 4: Innovation in social and health care management

The module is designed to provide students with underpinning knowledge, understanding and debate surrounding contemporary issues and practices in the relevant areas.

Students are required to complete pre module reading and formative assignment to prepare them for class interaction - throughout the module they are encouraged to find their own examples to illustrate differing national practice.

Research / Teaching Linkages:

The team of tutors have research interests within the topic areas of this module and will provide high quality academic input to facilitate students learning. Texts, directed reading and module activities are underpinned by relevant research.

Supporting Equality and Diversity

The team of tutors will be happy to respond to learners with particular learning and development requirements though on-line 'surgery sessions', and individual e-mails. In addition, individual consideration will be given to any specific needs of diverse learners and those with disability-related needs.

Internationalisation

A range of examples are drawn throughout to include reference to internationalisation / globalisation and its impact on leadership, innovation and change-management practices

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Grading	<p>MARK: The indicative equivalence of the grades between the Lahti University of Applied Sciences, HAMK, Charles University and Edinburgh Napier University systems is detailed below along with the ECTS grade.</p> <table border="1"> <thead> <tr> <th>ECTS Grade</th> <th>Edinburgh Napier University Grades</th> <th>Lahti Finland Grade</th> <th>Frankfurt University of Applied Sciences</th> <th>Charles University</th> </tr> </thead> <tbody> <tr> <td>A</td> <td>D5-D4</td> <td>5</td> <td>1</td> <td>1</td> </tr> <tr> <td>A</td> <td>D3-D1</td> <td>4</td> <td>1</td> <td>1</td> </tr> <tr> <td>B</td> <td>P5</td> <td>3</td> <td>2</td> <td>2</td> </tr> <tr> <td>B</td> <td>P4</td> <td>3</td> <td>2</td> <td>2</td> </tr> <tr> <td>C</td> <td>P3</td> <td>2</td> <td>2</td> <td>2</td> </tr> <tr> <td>D</td> <td>P2</td> <td>2</td> <td>3</td> <td>3</td> </tr> <tr> <td>E</td> <td>P1</td> <td>1</td> <td>3</td> <td>3</td> </tr> <tr> <td>FX</td> <td>F1-F5 (F6)</td> <td>Fail</td> <td>4</td> <td>4</td> </tr> </tbody> </table>					ECTS Grade	Edinburgh Napier University Grades	Lahti Finland Grade	Frankfurt University of Applied Sciences	Charles University	A	D5-D4	5	1	1	A	D3-D1	4	1	1	B	P5	3	2	2	B	P4	3	2	2	C	P3	2	2	2	D	P2	2	3	3	E	P1	1	3	3	FX	F1-F5 (F6)	Fail	4	4
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Learning platform	http://reppu.lamk.fi/																																																	
Other information	<p>Mandatory literature and materials</p> <p>On REPPU</p>																																																	
Contact persons	<p>Module Leader</p> <p>Simon Sikora, Lecturer, Edinburgh Napier University, s.sikora@napier.ac.uk tel +44 131 455 3415</p> <p>Module team</p> <p>Leena Eloranta, Principal Lecturer, Lahti University of Applied Sciences, leena.eloranta@lamk.fi tel. +358 44 708 1727</p>																																																	

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