

ORGL 517: Organizational Change & Transformation
Dr. Kristine Hoover

Course Description: Managing change is a critical skill to support organizations in achieving their goals, mission, and vision. Building on theories from the field of change management, the experiential learning in Spokane will introduce multiple interventions, reinforcing that different situations require different approaches. The course is appropriate for people in various levels and types of organizations, providing the tools to support effective change leadership.

References and Resources:

Auster, E. & Hillenbrand, L. (2016). *Stragility: Excelling at strategic changes*. Toronto, ON: University of Toronto Press

Experience Point (2014). *Change theory: change management best practices in a concise primer*. course materials: *Organizational Transformation*, Gonzaga University, Dr. Kristine Hoover, pp. 1-14.

HBR's 10 must reads on change management. (HBR's 10 must reads (Series)). (2011). Boston, Mass.: Harvard Business Review Press.

Lewin, K. C. (1951). *Field theory in social science*. New York, NY: Harper & Row.

Ionel, Naftanaila. (2009). Agile software development methodologies: an overview of the current state of research. *Annals of the University of Oradea: Economic Science*, 4(1), 381-385.

Rothwell, W., Stopper, A., & Myers, J. (2017). *Assessment and Diagnosis for Organization Development Powerful Tools and Perspectives for the OD Practitioner*. London: Taylor and Francis.

Weisbord, M. (1976). Organizational Diagnosis: Six Places To Look for Trouble with or Without a Theory. *Group & Organization Studies*, 1 (4), p. 430-447