



**Leading Change in Organizations**  
LEAD 560 [all sections]  
Southwestern College Professional Studies

**COURSE SYLLABUS**

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I. **Course Catalog Description**

Participants will learn to navigate the world of needs assessment tools in order to build an organization's ability to operate on the consistent generation of information. Systems used to analyze information and implement change resulting from data will be covered through case studies, individual and group exercises. Participants will develop practical tools for engaging people at all levels of an organization through inevitable change.

II. **Required and Supplementary Instructional Materials**

Beach, L. R. (2006). *Leadership and the art of change: A practical guide to organization transformation*. Thousand Oaks, CA: Sage Publications.

Gardner, H. (2006). *Changing minds: The art and science of changing our own and other people's minds*. Boston, MA: Harvard Business School Publishing.

III. **Learning Outcomes**

Learning outcomes describe the knowledge, skills, values, and attitudes that learners gain as the result of a particular learning experience. Southwestern College Professional Studies has learning outcomes specific to each course and each [undergraduate](#) and [graduate](#) program of study, as well as [institution-wide outcomes](#) related to the mission and vision of the college. Outcomes can help learners and instructors focus on the big picture of the learning experience and can help inform potential employers about a graduate's knowledge and skills.

Upon successfully completing this course, the learner will be able to:

- Define leadership coaching and describe its potential value for individuals and organizations.
- Contrast leadership coaching theories and models and their relevance in individual and organizational contexts.
- Identify and select appropriate leadership coaching best practices, tools, and techniques, for varying individual, team, and organizational circumstances.
- Ensure the ethical conduct of leadership coaching activities.
- Develop a personal leadership development plan that emphasizes both obtaining leadership coaching for their one's own development and the coaching of others.

At the end of the course, learners may vary in their ability to achieve these outcomes. You are more likely to achieve these outcomes only if you attend class and/or online activities as required by the syllabus, complete the requirements for all assignments to the best of your ability, participate actively in class activities and group work as directed, and study diligently for exams.

IV. **Course Policies**

Students are expected to read and abide by the course policies found in the instructor-specific syllabus located in the Blackboard course.

V. Course Requirements:

| Requirements        | Number of Assignments | Points Possible | Percent of Grade |
|---------------------|-----------------------|-----------------|------------------|
| Discussions         | 5                     | 300             | 30               |
| Assignments         | 3                     | 180             | 18               |
| Group Project       | 1                     | 120             | 12               |
| Final Project       | 1                     | 400             | 40               |
| <b>Total Points</b> |                       | <b>1000</b>     | <b>100</b>       |

VI. Course at a Glance:

| Unit | Reading & Preparation Activities   | Graded Work Due  |
|------|--|--|
| 1    | <ul style="list-style-type: none"> <li>Read Gardner chapters 1 - 2</li> <li>Read Beach chapter 1</li> <li>Participate in the Introductions discussion forum</li> </ul> | <ul style="list-style-type: none"> <li>Unit 1 Discussion</li> </ul>                            |
| 2    | <ul style="list-style-type: none"> <li>Read Gardner chapters 3 – 4</li> <li>Read Beach chapter 2</li> </ul>  | <ul style="list-style-type: none"> <li>Unit 2 Discussion</li> <li>Unit 2 Assignment</li> </ul> |
| 3    | <ul style="list-style-type: none"> <li>Read Gardner chapters 5 - 6</li> <li>Read Beach chapter 3</li> </ul>  | <ul style="list-style-type: none"> <li>Unit 3 Discussion</li> <li>Unit 3 Assignment</li> </ul> |
| 4    | <ul style="list-style-type: none"> <li>Read Gardner chapters 7 - 8</li> <li>Read Beach chapter 4</li> </ul>  | <ul style="list-style-type: none"> <li>Unit 4 Discussion</li> <li>Unit 4 Assignment</li> </ul> |
| 5    | <ul style="list-style-type: none"> <li>Read Gardner chapter 9</li> <li>Read Beach chapter 5</li> <li>Read and complete the Group Project assignment</li> </ul>         | <ul style="list-style-type: none"> <li>Unit 5 Discussion</li> <li>Group Project</li> </ul>     |
| 6    | <ul style="list-style-type: none"> <li>Read Gardner chapter 10</li> <li>Read Beach chapters 6 - 7</li> </ul>   | <ul style="list-style-type: none"> <li>Final Project</li> </ul>                                |

VII. Other Policies and Requirements

Follow this link to the Southwestern College Professional Studies [Standard Syllabus](#) in Blackboard. You may be required to log in.