



**LM MODULE IV – CHANGE MANAGEMENT AND ORGANIZATIONAL DEVELOPMENT OF HIGHER EDUCATION INSTITUTIONS**

**Project Timeline, May-June, 2021**

<b>Monday</b>	<b>Tuesday</b>	<b>Wednesday (4h)</b>	<b>Thursday (4h)</b>	<b>Friday (4h)</b>
<b>10.05.21</b>	<b>11.05.21</b>	<b>12.05.21</b>	<b>13.05.21</b>	<b>14.05.21</b>
Individual work	Individual work	<p>4.1.1. The essence of the concept of organisational development.</p> <p>4.1.2. Planned change – essential part of organisational development: definition, structural elements, dimensions, necessity and results of planned change.</p> <p>4.1.3. Promoters of change in HE: classification, models, theories.</p> <p>4.1.4. Types and levels of organisational change.</p> <p>4.1.5. Resistance to organisational changes. Opportunities and challenges.</p>	<p>4.2.1. Change management model after Lewin.</p> <p>4.2.2. Phases of change after Kubler-Ross – the 5-phase model.</p> <p>4.2.3. Seven-skill, habits model after Stephen Covey.</p> <p>4.2.4. ADKAR model.</p>	<p>4.2.5. Kotter's eight (8) step model.</p> <p>4.2.6. McKinsey's 7-S model.</p> <p>4.2.7 Open Mentality Model.</p> <p>4.3.1. Configurations of organizational development.</p>
<b>17.05.21</b>	<b>18.05.21</b>	<b>19.05.21</b>	<b>20.05.21</b>	<b>21.05.21</b>
Individual work	Individual work	<p>4.3.1. Configurations of organizational development (cont.).</p> <p>4.3.2. The life cycle of an organisation.</p> <p>4.3.3. Organisational change: approaches and stages.</p> <p>4.3.4. Diagnosis: process, stages, content.</p>	<p>4.3.5. Strategy for change. Strategic university management.</p> <p>4.3.6. Intervention plan.</p>	<p>4.3.7. Implementation and evaluation of the strategy.</p> <p>4.3.8. Change management tools.</p>



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24.05.21	25.05.21	26.05.21	27.05.21	28.05.21
Individual work	Individual work	4.4.1 National culture. Conceptual dimensions.	4.4.2 Organizational culture: concept, classification, characteristics. The concept of culture in the university space.  4.4.3 People and attitudes towards change. Resistance to change: causes and factors, ways of solving.	4.4.4 Conflict resolution arising in the process of organisational change. 4.5.1. Quality concept. Total quality. TQM.  4.5.2. The concept of quality in higher education institutions.
31.05.21	01.06.21	02.06.21	03.06.21	04.06.21
Individual work	Individual work	4.5.3. The role of quality in the organizational change in higher education institutions.  4.5.4. Quality assessment in higher education institutions.  4.5.5. Business process reengineering (BPR).  4.5. 6. Business process improvement (BPI), business process redesign (BPR), Principles of KAIDZEN philosophy for continuous development.	Individual work	Individual work
07.06.21	08.06.21	09.06.21	10.06.21	11.06.21
Individual work	Individual work	Individual work	Presentation of the Individual/Group Work	Presentation of the Individual/Group Work