WILMINGTON UNIVERSITY
COLLEGE OF TECHNOLOGY
MASTERS OF SCIENCE - INFORMATION SYSTEMS TECHNOLOGIES
BASIC COURSE INFORMATION

COURSE TITLE: Project and Change Management
COURSE NUMBER: IST 7060

I. RATIONALE:

This course integrates two major related topics, project and change management. As projects evolve and implementation strategies are developed, the role of change management becomes critically important to the overall effectiveness of the delivery of the project.

II. MAJOR INSTRUCTIONAL GOALS:

GOAL A: Become familiar with the systems approach to problem solving

Learning Outcomes: The student will be able to:
A-1 Recognize and define a problem or opportunity using systems thinking
A-2 Develop and evaluate alternative system solutions
A-3 Define interrelationships among systems

GOAL B: Understand the value and function of project management

Learning Outcomes: The student will be able to:
B-1 Define the discipline called project management
B-2 Describe the role and impact IT projects have on an organization
B-3 Identify the different roles and interests of project stakeholders
B-4 Describe the project life cycle, the systems development life cycle, and their relationship

GOAL C: Understand how effective change management contributes to the overall value of the project

Learning Outcomes: The student will be able to:
C-1 Describe the discipline of organizational change management and its role in assessing the organization’s readiness and capability to support and assimilate a change initiative.
C-2 Describe how change can be viewed as a process and identify the emotional responses people might have when faced with change.
C-3 Interpret the risks and issues associated in managing organizational change

GOAL D: Understand the significance of the human element within the organization as it relates to change

Learning Outcomes: The student will be able to:
D-1 Distinguish between the advantages and disadvantages of the functional, pure project, and matrix organizational structures
D-2 Develop a stakeholder analysis.
D-3 Distinguish between a work group and a team

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D-4 Identify successful approaches to motivation, interpersonal relations, group dynamics and leadership in the change process

**GOAL E:** Realize the role of a project manager as a Change Agent

**Learning Outcomes:** The student will be able to:

E-1 Describe the responsibilities in the context of delivering a quality solution on-time and within budget

E-2 Diagnose and conceptualize change within the constraints and context of the project

**III. CLASS PARTICIPATION:**

Students are expected to attend class and participate actively and in a positive way. Questions and relevant observations are encouraged and enrich the experience of the entire class.

Computers in the classrooms are intended to be used as tools to enhance the students' learning experience. Instant messaging, gaming, emailing, and surfing the web are distractions to the student, the surrounding students, and the instructor and constitute inappropriate behavior. Students are ethically obliged to avoid these and similar practices.

**IV. CLASS SCHEDULE - OUTLINES – READINGS:**

A “structured external assignment” will constitute the closing activity for this course. Students will be asked to submit a topic for instructor approval that integrates IT concepts discussed in class into the student’s vocational or educational interests or workaday environment. Ideally, a “planning paper” will result that is topical, and possesses significant utility within the student’s job-related responsibilities or educational/vocational interests.

_instructor will include weekly outline to reflect what has to be achieved by the student in the 5 hours Out-of-Classroom project (Structured External Assignment) including submission deadline and grading criteria._

_Semester = 15 weeks with a reading week at Week 8
Blocks = 7 weeks, with a Reading Week between Blocks I and II._

_The syllabus must reflect which preliminary reading all students should complete during the week prior to the start of the course._

**Note:** Grades are due five (5) working days after your last class session and are to be submitted directly to the registrar.

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Note: A cooperative and participative learning strategy will be deployed with every expectation that the student will contribute heavily, in a self-directed action-learning mode, to this educational experience. Students should anticipate that assignments, and this syllabus, will be adjusted to match the pace of the course, the class size, and to meet the needs of individual students.