

Unit Outline

HM007: Change and Change Management in Healthcare

Unit Description:

This unit will examine change in a range of healthcare settings. It will investigate the complexities inherent in change and the leadership of change management practices. Topics will include approaches to change, resistance and reactions to change and how these may effect change processes, as well as the potential impact of change on the workforce. It will also examine strategies for change, managing the change process and leadership requirements for effective change. Reviews of literature, theory, research, policy and strategy for change management will be critically explored. The focus of the course is to develop capacity of students in managing and being a change agent. Students will be required to identify an area for service improvement that would lead to innovation in a health setting based on their experience and to develop a theoretical plan and strategy to implement change in that area.

Unit Learning Outcomes

On successful completion of this unit, students will be able to:

- a. Appraise the impact of leadership and management theory to professional healthcare practice
- b. Formulate a change management plan to address an identified area for improvement
- c. Model effective communication to maximise support and commitment to change
- d. Evaluate personal and organisational factors that impact on the success of change initiatives
- e. Analyse one's own change agent skills and identify development needs to enhance capabilities

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Unit Summary:

Location	Sydney and Brisbane
Courses and Total Credit Points Required for Completion	Master of Health Management (96 Credit Points)
Study Level	Postgraduate
Unit Level	Core
Prerequisites	HM001 – HM006 inclusive
Credit Points	8
Duration	One Trimester – 12 week study period
Delivery Mode	On-campus
Assessment	PELA Task: 10% Guided Reflection (1000 words): 15% Change Management Proposal (2500 words): 40% Guided Reflection and Professional Development Plan update (1500 words): 35%
Prescribed Textbook	Jaqui Hewitt-Taylor (2013). <i>Understanding and Managing Change in Healthcare</i> . Red Globe Press. 9781137022769, 1137022760
Expected Student Workload	Four hours timetabled classes plus at least eight hours personal study hours.

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