Miami Dade College

Course Description
MAN4741 | Change & Innovation Management | 3.00 credits
In this course, the student will study the concepts and strategies for change management and diffusion of innovation. Topics covered include, but are not limited to, implementing change, becoming a learning organization, innovation process management, and technology forecasting.

Course Competencies:
Competency 1: The student will be able to understand the challenges managers face today in managing innovation by:
1. Recognizing the need and desire to be creative and innovative
2. Utilizing imagination to add value and develop structures
3. Identifying systems and incentives that encourage and implement innovation

Competency 2: The student will be able to comprehend and evaluate the relationships among subordinates by:
1. Evaluating the levels of group and organizational creativity
2. Analyzing the different techniques for creativity

Competency 3: The student will describe different characteristics of an innovative organization by:
1. Measuring the dimensions of the organization
2. Measuring the degrees of the organization
3. Measuring the sources of the organization

Competency 4: The student will demonstrate an understanding of the challenges in managing discontinuous innovation by:
1. Determining emerging changes early in the process
2. Organizing and acting promptly to correct them

Competency 5: The student will demonstrate an understanding of the strengths and weaknesses of a company's innovative capabilities and opportunities and threats within the external environment by:
1. Conducting an innovative specific SWOT Analysis
2. Providing recommendations on current organizational strategies
3. Developing an action plan for an effective, innovative management system

Learning Outcomes:
- Communicate effectively using listening, speaking, reading, and writing skills
- Solve problems using critical and creative thinking and scientific reasoning
- Formulate strategies to locate, evaluate, and apply information
- Demonstrate knowledge of diverse cultures, including global and historical perspectives
- Create strategies that can be used to fulfill personal, civic, and social responsibilities Communication
- Use computer and emerging technologies effectively