

# Organisational Change Management for Sustainability • 7,5 ECTS

24 – 28 September 2018

*Doctoral students are invited to apply to the PhD course “Organisational Change Management for Sustainability”, organised the University of Gävle, Sweden ([www.hig.se](http://www.hig.se)). The course manager is Prof. Rodrigo Lozano ([Rodrigo.lozano@hig.se](mailto:Rodrigo.lozano@hig.se)).*

## OBJECTIVES AND TARGET GROUP

The objectives of this course are to teach students about organisation systems, organisational change, attitudes, resistance to change, and how to overcome it. The course will make the students acquainted with theoretical concepts and frameworks relevant for these subjects and it will train the students' academic skills necessary for recognizing, analysing, and managing organisational problems that emerge in practice from a theoretical perspective.

After completion of the course, the student:

1. Is able to understand organisations, their elements, their attitudes, and how they influence and contribute to sustainability;
2. Has advanced knowledge and understanding of organisational change management;
3. Can recognise drivers, barriers to change, and strategies to overcome the barriers in a sustainability context within an organisation; and
4. Critically reflect on and analyse organisations, in order to be able plan change management for sustainability

The course is aimed at a broad range of PhD students, and the main requirement is that their subject area can be clearly related to organisational sustainability. This opens opportunities for doctoral projects within many areas in organizational change management.

## ORGANISATION

Individual preparation after admission to the course is a written review of the course book and comments on selected articles to be supplied about 1000 words. The course consists of five days of intensive sessions, including active participation. In addition to the seminars and lectures, the participants will write an essay that relates to OCMS.

## COURSE OUTLINE AND CONTENTS IN BRIEF

Sustainability has evolved as an alternative to development models prioritising economic activities at the expense of environmental and social issues. Sustainability aims to produce a dynamic balance among economic, environmental and social aspects, and the time dimension. A variety of corporate efforts, (such as Life Cycle Assessment, Eco-efficiency, (environmental) management systems and Corporate Social Responsibility), are being used to incorporate sustainability principles into companies and organisations' activities. Nonetheless, in many cases these efforts have been limited by their focus on a particular sustainability issue, 'hard' technocentric solutions, or are not being effectively integrated into organisational change processes.



# INVITATION TO PhD COURSE AT THE UNIVERSITY OF GÄVLE, SWEDEN

The course is proposed to give the students the skills and knowledge to engage with organisational change management for sustainability. The course content is designed to address the nature of change, what drives it, what are the barriers to change, and how can these be overcome. This is aimed at providing students with skills in change management, which should improve their employability in companies that are working towards sustainability.

- Introduction to sustainability and overview
- Organisations and their systems
- Attitudes and behaviour
- Change management for sustainability
- Steering mechanisms (leadership and institutional framework)
- Drivers to change
- Resistance to change and how to overcome it (first part)
- Resistance to change and how to overcome it (second part)
- Incorporation and institutionalisation
- Final lecture

## LITERATURE

Benn, Suzanne; Dunphy, Dexter (2014). *Organizational Change for Corporate Sustainability Development*. London. Routledge. It can be obtained at the Students Association Helix.

Selected articles.

## DATE AND LOCATION

The course will take place 24 – 28 September, 2018 at the University of Gävle, Sweden. There will be an informal welcoming get-together on Sunday evening.

The deadline for application is 5 September, 2018. The application should include:

- CV, including also a description of the current status of your PhD studies (max 5 pages).
- Letter of motivation, including a description of the thesis topic and its relationship to the topic of knowledge integration (max 2 pages).
- Certificate from supervisor guaranteeing the course fee.
- The course fee is 400 euros including all lunches, and a course dinner, but excluding accommodation and travel. Rooms for reasonable prices in Gävle can be found via the Internet.
- The course is limited to 30 participants.

Notification of admission will be given by 15 September, 2018 at the latest.

## CONTACTS

For all correspondence, questions and submission of your application, please use the following email: [rodrigo.lozano@hig.se](mailto:rodrigo.lozano@hig.se) (course manager) or [gabrielle.streit@hig.se](mailto:gabrielle.streit@hig.se) (secretary)

*We are looking forward to your application*

