



GMBA8032

Manage Change

Coursera term 5, Online-flexible 2026

Department of Management

Contents

<u>General Information</u>	2
<u>Learning Outcomes</u>	2
<u>General Assessment Information</u>	3
<u>Assessment Tasks</u>	3
<u>Delivery and Resources</u>	5
<u>Unit Schedule</u>	5
<u>Policies and Procedures</u>	5

Disclaimer

Macquarie University has taken all reasonable measures to ensure the information in this publication is accurate and up-to-date. However, the information may change or become out-dated as a result of change in University policies, procedures or rules. The University reserves the right to make changes to any information in this publication without notice. Users of this publication are advised to check the website version of this publication [or the relevant faculty or department] before acting on any information in this publication.

General Information

Unit convenor and teaching staff

Unit Convenor

Sarah Banks

sarah.banks@mq.edu.au

Contact via Email

By appointment (via email)

Credit points

5

Prerequisites

Admission to GMBA or GradCertGlobalBusPrac

Corequisites

Co-badged status

Unit description

Modern organisations are characterized by increasingly higher levels of uncertainty, complexity and diversity. In this context, power and politics play a significant role in all decision-making. Being 'savvy' about the presence and character of organisational politics and having the capabilities and 'nous' to be able to influence people in this context is a crucial capability for managers at all levels. This is particularly the case for entry into senior leadership positions. Areas covered in this unit that address these issues, include: conceptualising and measuring power and politics; appreciating the nature and interplay between 'positive' and 'negative' politics; analysing and developing strategies for influencing stakeholders; building coalitions, and effectively establishing, integrating and influencing steering committees and working teams; and acting with integrity and purpose in 'playing politics'.

Important Academic Dates

Information about important academic dates including deadlines for withdrawing from units are available at <https://www.mq.edu.au/study/calendar-of-dates>

Learning Outcomes

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

ULO1: Re-imagining change by re-defining the change problem and developing a balanced and reflective change mindset

ULO2: Creating change cycles that effectively apply tools and techniques for orienting,

performing and evaluating change

ULO3: Developing leadership strategies that are mindful of the complexity and challenges of change and mobilise energy for transformation

General Assessment Information

Late Assessment Submission Penalty (written assessments)

Unless a Special Consideration request has been submitted and approved, a 5% penalty (of the total possible mark) will

be applied each day a written assessment is not submitted, up until the 7th day (including weekends). After the 7th day, a

grade of '0' will be awarded even if the assessment is submitted. Submission time for all written assessments is set at

11:59pm (Sydney time). A 1-hour grace period is provided to students who experience a technical concern.

For any late submissions of time-sensitive tasks, such as scheduled tests/exams, performance assessments/presentations, and/or scheduled practical assessments/labs, students need to apply for Special

Consideration.

Assessment Tasks

Name	Weighting	Hurdle	Due	Groupwork/Individual	Short Extension	AI Approach
<u>Action learning project</u>	40%	No	Monday 14th Sept at 11.59pm (Sydney time)	Individual	No	Open AI
<u>Learning diary</u>	60%	No	Monday 5th October at 11.59pm (Sydney time)	Individual	No	Open AI

Action learning project

Assessment Type ¹: Professional task

Indicative Time on Task ²: 12 hours

Due: **Monday 14th Sept at 11.59pm (Sydney time)**

Weighting: **40%**

Groupwork/Individual: Individual

Short extension ³: No

AI Approach: Open AI

Length: 1000 to 1200 words

Format: Individual report

Task: In this assignment, you will be asked to draw on central concepts of managing change as outlined in the first three lessons of the unit and apply this understanding to your own experience managing and working with changes in organisations. For detailed information and the marking criteria, please refer to the section Course Resources - Assessment Information in your online unit. You will submit your completed task via the Assignment submission link in your online unit.

On successful completion you will be able to:

- Creating change cycles that effectively apply tools and techniques for orienting, performing and evaluating change
- Developing leadership strategies that are mindful of the complexity and challenges of change and mobilise energy for transformation

Learning diary

Assessment Type ¹: Professional task

Indicative Time on Task ²: 12 hours

Due: **Monday 5th October at 11.59pm (Sydney time)**

Weighting: **60%**

Groupwork/Individual: Individual

Short extension ³: No

AI Approach: Open AI

Length: 2,000 words

Weight: 60%

Format: Individual written report

Task: In this assignment, you will be asked to summarise your observations about reimagining and mapping change and reflect on how your ideas have changed since the start of the course.

On successful completion you will be able to:

- Re-imagining change by re-defining the change problem and developing a balanced and reflective change mindset
- Creating change cycles that effectively apply tools and techniques for orienting, performing and evaluating change

¹ If you need help with your assignment, please contact:

- the academic teaching staff in your unit for guidance in understanding or completing this type of assessment

- [Academic Success](#) for academic skills support.

² Indicative time-on-task is an estimate of the time required for completion of the assessment task and is subject to individual variation.

³ An automatic short extension is available for some assessments. Apply through the [Service Connect Portal](#).

Delivery and Resources

This unit is delivered in a flexible online mode, which means there are no scheduled weekly live classes. Students can engage with recorded lectures, learning resources, and assessment activities at their own pace within the scheduled teaching period. Academic support is available through online consultations, announcements, and discussion forums.

Unit Schedule

Please refer to the Coursera site

Policies and Procedures

Macquarie University policies and procedures are accessible from [Policy Central](#) (<https://policies.mq.edu.au>). Students should be aware of the following policies in particular with regard to Learning and Teaching:

- [Academic Appeals Policy](#)
- [Academic Integrity Policy](#)
- [Academic Progression Policy](#)
- [Assessment Policy](#)
- [Fitness to Practice Procedure](#)
- [Assessment Procedure](#)
- [Complaints Resolution Procedure for Students and Members of the Public](#)
- [Special Consideration Policy](#)

Students seeking more policy resources can visit [Student Policies](#) (<https://students.mq.edu.au/support/study/policies>). It is your one-stop-shop for the key policies you need to know about throughout your undergraduate student journey.

To find other policies relating to Teaching and Learning, visit [Policy Central](#) (<https://policies.mq.edu.au>) and use the [search tool](#).

Student Code of Conduct

Macquarie University students have a responsibility to be familiar with the Student Code of Conduct: <https://students.mq.edu.au/admin/other-resources/student-conduct>

Results

Results published on platform other than [eStudent](#), (eg. iLearn, Coursera etc.) or released

directly by your Unit Convenor, are not confirmed as they are subject to final approval by the University. Once approved, final results will be sent to your student email address and will be made available in [eStudent](#). For more information visit connect.mq.edu.au or if you are a Global MBA student contact globalmba.support@mq.edu.au

Academic Integrity

At Macquarie, we believe [academic integrity](#) – honesty, respect, trust, responsibility, fairness and courage – is at the core of learning, teaching and research. We recognise that meeting the expectations required to complete your assessments can be challenging. So, we offer you a range of resources and services to help you reach your potential, including free [online writing and maths support](#), [academic skills development](#) and [wellbeing consultations](#).

Student Support

Macquarie University provides a range of support services for students. For details, visit <http://students.mq.edu.au/support/>

Academic Success

[Academic Success](#) provides resources to develop your English language proficiency, academic writing, and communication skills.

- [Ask a Study Coach](#)
- [Access StudyWISE](#)
- [Upload an assignment to Studiosity](#)
- [Complete the Academic Integrity Module](#)

The Library provides online and face to face support to help you find and use relevant information resources.

- [Subject and Research Guides](#)
- [Ask a Librarian](#)

Student Services and Support

Macquarie University offers a range of [Student Support Services](#) including:

- [IT Support](#)
- [Accessibility and disability support](#) with study
- Mental health [support](#)
- [Safety support](#) to respond to bullying, harassment, sexual harassment and sexual assault
- [Social support including information about finances, tenancy and legal issues](#)
- [Student Advocacy](#) provides independent advice on MQ policies, procedures, and processes

Student Enquiries

Got a question? Ask us via the [Service Connect Portal](#), or contact [Service Connect](#).

IT Help

For help with University computer systems and technology, visit <https://students.mq.edu.au/support/technology/service-desk>.

When using the University's IT, you must adhere to the [Acceptable Use of IT Resources Policy](#). The policy applies to all who connect to the MQ network including students.

Unit information based on version 2026.02 of the [Handbook](#)