



Subject Modul Specialisation „Consulting“
Course: Change Management

Professor in charge: Prof. Dr. Bernd Ebel

Target group: Students in the 5th Semester with major subject Consulting

Lectures: 1 SWS

Aims: The aim is to experience the importance of permanent change in business and to gain an overview of methods concerning the definition, planning, operating and controlling of different kinds of Change-Projects. The aim is to get across a complete approach of networking and communication.

Contents: Key factors for a successful procedure
Frameworks of the Transformation
Tools for Transformation
TQM (Total Quality Management), Value Management
Management of conflicts, Coaching, Teambuilding
Communication within a network
Balanced Scorecard as an approach to strategy development
Controlling, Performance Measurement
Learning Organization

Methods: Lecture including discussions, case studies and exercises

Examination: written examination at the end of the course

Literature Doppler, K.; Lauterburg, Ch.: Change-Management, 11. Aufl., Frankfurt; New York, 2005
Ebel, B.: Qualitätsmanagement, Herne: 2. Auflage, Berlin/Herne, 2003
Hammer, M.; Champy, J.: Business Reengineering, 7. Aufl., Frankfurt; New York, 2003
Kuhnert, J.; Teuber, St.: Praxishandbuch Change Management, Stuttgart, 2007
Scheer, A.-W.: Change Management im Unternehmen, Berlin, 2003
Schuh, G.: Change Management, Berlin, Springer, 2005
Stolzenberg, K.; Heberle, K.: Change Management, Heidelberg, 2006

Language: german including english working examples

Case Studies: Current example, Guest speaker