

Lead City University, Ibadan
Faculty of Social & Management Sciences
Department of Business Administration
2nd Semester 2017/2018 Academic Session.

COURSE PARTICULARS:

COURSE CODE: ENT 213
COURSE TITLE: ENTREPRENEURSHIP AND CHANGE MANAGEMENT
NO. OF UNITS: 2 UNITS
STATUS: COMPULSORY

LECTURERS' DETAILS:

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QUALIFICATIONS: B.A. (HONS), LL.B (HONS), M.P.P, Ph.D., ACIPM, AMNIM, ACABA (CANADA).
PHONE: 08033585557
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AREA OF SPECIALIZATION: Industrial (Personnel) Psychology, Human Resources Management, Entrepreneurship

2

NAME: MRS. POPOOLA K.O.
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AREA OF SPECIALIZATION: Office Information Management

COURSEWARE

Introduction

The course is to mainly focus on the key terms Entrepreneurship and Change Management.

Entrepreneurship means a process of designing, launching, and running of a new business. It is a capacity and willingness to develop, organize, and manage a business venture along with any of its risks with a view to making profit. An entrepreneur on the other hand therefore is someone who organizes, manages, and assumes the risks of a business or enterprise.

Change management refers to any approach to transitioning individuals, teams, and organizations using methods intended to re-direct the use of resources, business process, budget allocations, or other modes of operation that significantly reshape a company or organization. It is a structured approach for ensuring that changes are thoroughly and smoothly implemented, and that lasting benefits of change are achieved.

In any organizational set up, change is inevitable, but it is most of the time resisted and may lead to crisis if not well implemented and managed. All other things in life experience change except change itself. Hence it is said that the only permanent thing in life is change itself.

Since it is without an atmosphere of peak and harmony that smooth execution corporate aims and objectives can be realized, effective management of change is key to the entrepreneur. This course has as its main focus the introduction of students of entrepreneurship to the delicate art of change management,

which is highly necessary as a key skill for their future use as entrepreneurs. The course will cover key terms, concepts and modus operandi of organizational transformation as it affects entrepreneurship.

Course Objectives

The main objective of this course is to introduce students to organizational transformation, execution of challenges and approaches to change management as they affect the enterprise.

Upon the completion of this course, students must be able to understand the onerous duty of Entrepreneurial Change Management in the leadership of an organization.

They will get acquainted with key terms like:

- ❖ Entrepreneurial Leadership
- ❖ Organizational Change
- ❖ Change Management
- ❖ Phases of introducing change in an enterprise
- ❖ Change resistance
- ❖ Planned and unplanned change

Course Description

The main focus of this course is how to introduce and manage change in an enterprise. Change is an inevitable item in the running of any human enterprise. Workers, as human beings will always resist change. It is therefore imperative that anyone charged with the responsibility of leadership of an enterprise must be fully skilled in the science and art of change management.

The course will cover topics like organizational transformation, change and its management, entrepreneurial change and competitiveness, phases of introducing change, resistance to change and its solutions; planned and unplanned change as well as need for, or relevance of change in entrepreneurial change.

Lecture Plan

Week 1	Introduction to the Concept of Change and entrepreneurship.
Week 2	Organizational transformation
Week 3	Change as a necessity in organizational development
Week 4	Challenges of management in a developing organization
Week 5	Role of vision, mission and corporate objectives in organizational transformation I
Week 6	Role of vision, mission and corporate objectives in organizational transformation II
Week 7	Phase of change introduction
Week 8	Change resistance
Week 9	Reasons for resistance to change
Week 10	Planned and Unplanned Change
Week 11	Elements of People focused change.
Week 12	Relevance of Change to entrepreneurial development

Course Requirements/Assessment

Course work	40 marks
Examination	<u>60 marks</u>
Total	<u>100 marks</u>

Reading List

- Ogunbameru O.A. (2008) Organizational Dynamics, Spectrum Books Limited, Ibadan, Nigeria.
 Brown, J.A.C. (1964). The Social Psychology of Industry, Penguin Harmondsworth,
 Burns, T. and G.M. Stalkar (1961). The Management of Innovation, Tavistock Publications, London
 Beer, M. (1980). Organization Change and Development: A systems view, Santa Monica, Good year, California.

SECTION B TUTORIAL QUESTIONS

1. Critically examine the concept of organizational transformation.
 What role does organizational transformation play in value creation and competitiveness in the ever dynamic world of business?
- 2a. Define the term Change.

- b. Discuss the various forms of change you know.
3. Attempt a description of theories of change.
4. How would you introduce change in an entrepreneurial outfit seeking to excel in a competitive market?
5. Critically discuss new management challenges in a poor corporate outlook in Nigeria.
6. Discuss the term planned organizational change as it affects an entrepreneurial set up with a view to bringing out its ingredients.
7. Most entrepreneurial set up have their preconceived vision, mission and corporate objectives. By applying SWOT analysis, attempt the steps to be taken in business survival in a competitive market.
8. State the various phases of introducing change in an enterprise.
9. Enumerate and discuss the various reasons employees resist change in an entrepreneurial set-up.
10. How would you overcome resistance to change as an entrepreneur?
11. Attempt a clear comparison of planned and unplanned change
- 12a. State the three people focused approaches to change.
 - b. What is their relevance to entrepreneurial outfits?

MARKING GUIDE

1.	Clear examination of organizational transformation	-	5 marks
	Definition of Organizational Change	-	3 marks
	Listing and discussion of three roles played by transformation in value creation and competitiveness @ 2 marks	-	6 marks
	Good presentation	-	<u>3½ marks</u>
	Total	-	<u>17½ marks</u>
2.	Good definition of the term change	-	2 marks
	Listing and discussing 5 forms of change @ 3 marks	-	15 marks
	Good presentation	-	<u>½ marks</u>
	Total	-	<u>17½ marks</u>
3.	Definition of change	-	1½ marks
	Listing and discussion of 3 theories of Change with clear elaboration @ 5 marks	-	15 marks
	Good presentation	-	<u>1 mark</u>
	Total	-	<u>17½ marks</u>
4.	5 methods of introducing change @ 3 marks	-	15 marks
	Good presentation	-	<u>2½ marks</u>
	Total	-	<u>17½ marks</u>
5.	Brilliant discussion of new management challenges in Nigeria with 5 key points @ 3 marks	-	15 marks
	Good presentation	-	<u>2½ marks</u>
	Total	-	<u>17½ marks</u>
6.	Definition of planned organizational change	-	2 marks
	Listing and discussing 5 elements of organizational Change as they affects entrepreneurial set up @ 3 marks	-	15 marks
	Good presentation	-	<u>½ marks</u>
	Total	-	<u>17½ marks</u>
7.	Definition of the terms vision, mission and corporate objectives and relating them to SWOT analysis	-	5 marks
	Explaining SWOT analysis and its application to business survival and competitiveness	-	10 marks
	Good presentation	-	<u>2½ marks</u>
8.	Good definition of change management	-	2½ marks

	Listing and discussing the 5 phases of introducing Change @ 3 marks	-	<u>15 marks</u>
	Total	-	<u>17½ marks</u>
9.	Listing and discussing 5 reasons that make employees to resist change @ 3 marks	-	15 marks
	Good presentation	-	<u>2½ marks</u>
	Total	-	<u>17½ marks</u>
10.	Discussion of 5 steps to overcome resistance to change @ 3 marks	-	15 marks
	Good presentation	-	<u>2½ marks</u>
	Total	-	<u>17½ marks</u>
11.	Definition of planned and unplanned change	-	2½ marks
	Good 3 points of comparison of each of them @ 5 marks	-	<u>15 marks</u>
	Total	-	<u>17½ marks</u>
12.	Listing and discussion of		
	(a) three people focused approaches to change @ 3 marks	-	9 marks
	(b) Clearly expressing 3 relevance of people focused approaches to change @ 2 marks	-	6 marks
	Good presentation	-	<u>2½ marks</u>
	Total	-	<u>17½ marks</u>

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