

GLC740 – Change, Innovation, and Entrepreneurial Motivation

(3 credit hours)

Course Syllabus

Course Description

This course explores innovative and entrepreneurial opportunities for organizational change strategies from a global perspective. Students will analyze how the multi-national organization depends on technological and related skills to achieve strategic innovation and change objectives. Assessment of theories and models on effective exchange, innovation and entrepreneurial motivation will allow students the opportunity to examine and apply practical tools for individual and organizational change. Key elements of the course include globalization, individual and group behaviors, organizational cultural and change, systems thinking, innovation, entrepreneurial motivations and social responsibility.

Course Learning Outcomes

By the end of this course, you will be able to:

1. Formulate leadership strategies and frameworks to create change, innovation and entrepreneurial development.
2. Integrate innovative and entrepreneurial opportunities within economic, social and cultural contexts.
3. Critique sustainable strategies within the innovative/entrepreneurial business models.
4. Examine motivation and social responsibility related to change within the global business environment.

Required Textbook(s) and Resources

Andriopoulos, C., & Dawson, P. (2021). *Managing change, creativity & innovation* (4th ed.) Sage.

Be sure to also review the weekly **Explore** sections for additional library or web resources. For access to databases, research help, and writing tips, visit the [Tiffin University Library](#).

Time Commitment

Effective time management is possibly the single most critical element to your academic success. To do well in this online class you should plan your time wisely to maximize your learning through the completion of readings, discussions, and assignments. Because of our

accelerated, seven-week term, TU online courses are designed with the expectation that you dedicate a little over **six (6)** hours per credit hour to course activities and preparation **each week**. For example, for successful completion of a three-credit, seven-week online course you should reserve roughly **twenty (20) hours per week**.

To help plan your time and keep on track toward successful course completion, note the distinctive rhythm of assignment due dates:

1. All times assume Eastern Time (GMT-4).
2. Weeks begin at 12:00 a.m. ET on Monday and end at 11:55 p.m. ET on Sunday.
3. Unless otherwise noted, initial assignments or discussion posts are due by **11:55 p.m. ET on Wednesdays**.
4. Additional assignments or follow-up discussion posts are due by **11:55 p.m. ET on Saturdays, and**
5. Major assignments and reflections are typically due by **11:55 p.m. ET on Sundays**.

Learning Activities

Assessments for this course consist of eight discussion forums; three reflections and a presentation; an applied case study; and two action plan drafts. All activities and assignments in the course are provided with a rubric for clarity, self-assessment, and consistency in grading.

Key Assessment (Taskstream Submission)

This course features a “Key Assessment” that provides you the opportunity to demonstrate the PhD program’s core competencies. It also shows how the course fits within the broader curriculum. For GLC740, Activity 7.2 (Action Plan: What Global Leaders Should Know) serves as a key assessment for Program Learning Outcome 1:

Development of vision-orientated behaviors capable for creating a dynamic environment for individuals and organizations.

Grading

The chart below identifies the individual contributions from each type of activity, per week.

Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Total
Forums Activity 1.1 (n/a) Activity 1.2	Forums Activity 2.1 (50)	Forums Activity 3.1 (50)	Forums Activity 4.1 (50) Activity 4.2	Forums Activity 5.1 (50)	Forums Activity 6.1 (50)	Forums Activity 7.1 (50)	400

(50)			(50)				
Assignments Activity 1.3 (75)	Assignments Activity 2.2 (75)	Assignments Activity 3.2 (75)	Assignments (n/a)	Assignments Activity 5.2 (75)	Assignments (n/a)	Assignments Activity 7.2 (100) Final Project (200)	600
125	125	125	100	125	50	350	1000

Grading Scale

A: 90-100% | B: 80-89% | C: 70-79% | F: <69%

Course Schedule and Weekly Checklist

Start Here

- MON: Activity 1.1: Meet Your Peers - Introductory Post

Week 1 – Setting the Stage: The Changing Landscape of Organizations

- WED: Activity 1.1: Meet Your Peers
- WED: Activity 1.2: Change Happens and It Should
- SAT: Activity 1.2: Change Happens and It Should
- SUN: Activity 1.3: The Complex Nature of Organizational Change

Week 2 – Change and Innovation in Organizations (Part 1)

- WED: Activity 2.1: So Many Theories; Which One Resonates Most and Why
- SAT: Activity 2.1: So Many Theories; Which One Resonates Most and Why
- SUN: Activity 2.2: The Essence of Communication During a Change Process

Week 3 – Change and Innovation in Organizations (Part 2)

- WED: Activity 3.1: Why Are People So Messy?
- SAT: Activity 3.1: Why Are People So Messy?
- SUN: Activity 3.2: Change Theory in your Organization

Week 4 – Creativity, Innovation and the Individual

- WED: Activity 4.1: Creativity and Motivation
- THURS: Activity 4.2: Strategic Action Plan Outline
- SAT: Activity 4.1: Creativity and Motivation
- SUN: Activity 4.2: Strategic Action Plan Outline

Week 5 – Individual and Group Motivation

- WED: Activity 5.1: The importance of intrinsic, extrinsic, and group motivation
- SAT: Activity 5.1: The importance of intrinsic, extrinsic, and group motivation
- SUN: Activity 5.2: The Leader’s Role in Motivation During a Time of Change

Week 6 – Innovation and Entrepreneurial Motivation

- WED: Activity 6.1: Leadership, Organizational Change, and Cultural Transformation
- SAT: Activity 6.1: Leadership, Organizational Change, and Cultural Transformation

Week 7 – Lessons for Managing Change, Innovation, Creativity and Entrepreneurial Motivation

- WED: Activity 7.1: Global Leaders Need to Manage Change and Motivate Employees
- WED: Final Project: Strategic Action Plan
- SAT: Activity 7.1: Global Leaders Need to Manage Change and Motivate Employees
- SUN: Activity 7.2: Entrepreneurial Motivation and Organizational Success

Tips for Success

Online learning requires self-discipline and self-direction. As seekers of the truth, we should be willing to challenge one another’s academic work in a spirit of respectful comradery. Your course is a place for you to grow as you benefit from the expertise, experience, and diverse perspectives of your instructor and peers. Constructive feedback will challenge you to stretch your own thinking, thereby expanding your knowledge and understanding.

To get the most out of your learning experience, you should actively engage (participate) in **ALL** course activities. Course elements are arranged chronologically. To complete a week, simply work your way "down the page" through all of the course materials and activities.

For More Information:

Be sure to review the [Support, Policies, and Procedures](#) addendum.