



Leading Sustainability – MGMT 307 Business Management Program

Course Outline

COURSE IMPLEMENTATION DATE:
OUTLINE EFFECTIVE DATE: September 2020
COURSE OUTLINE REVIEW DATE: March 2025

GENERAL COURSE DESCRIPTION:

This course incorporates principles of leadership and change management with sustainability. The course highlights the essential role leaders play in the success of sustainability initiatives and presents specific leadership strategies that facilitate sustainability implementation. MGMT 307 is relevant for anyone who is interested in managing change, implementing sustainable business practices and/or green initiatives in their organization, or who would like to further develop their leadership skills within the context of organizational change.

Program Information: This course can be used as an upper level elective in the BBA program.

Delivery: This course is delivered online.

COTR Credits: 3

Hours for this course: 45 hours

Typical Structure of Instructional Hours:

Instructional Activity	Duration
Lecture Hours	45
Seminars / Tutorials	
Laboratory / Studio Hours	
Practicum / Field Experience Hours	
Other Contact Hours	
Total	45

Practicum Hours (if applicable):

Type of Practicum	Duration
On-the-job Experience	N/A
Formal Work Experience	N/A
Other	N/A
Total	

Course Outline Author or Contact:

Tammy Kiss BA, BMgmt, MBA, PID

Signature

APPROVAL SIGNATURES:

Department Head
Erin Aasland Hall
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Dean of Business and University Studies
Darrell Bethune
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Department Head Signature

Dean Signature

EDCO

Valid from: September 2020 – March 2025

Education Council Approval Date

COURSE PREREQUISITES AND TRANSFER CREDIT:

Prerequisites: MGMT 310 may be taken previously or concurrently.

Flexible Assessment (FA):

Credit can be awarded for this course through FA Yes No

Learners may request formal recognition for flexible assessment at the College of the Rockies through one or more of the following processes: External Evaluation, Worksite Assessment, Demonstration, Standardized Test, Self-assessment, Interview, Products/Portfolio, Challenge Exam. Contact an Education Advisor for more information.

Transfer Credit: For transfer information within British Columbia, Alberta and other institutions, please visit <http://www.cotr.bc.ca/Transfer>.

Students should also contact an academic advisor at the institution where they want transfer credit.

Prior Course Number: N/A

Textbooks and Required Resources:

There is no textbook for MGMT 307. Course readings will be identified by the instructor within the course and will include research papers, interest articles, excerpts from sustainability texts and other related sustainability resources.

Please see the instructor's syllabus or check COTR's online text calculator <http://go.cotr.bc.ca/tuition/tCalc.asp> for a complete list of the currently required textbooks.

LEARNING OUTCOMES:

Upon the successful completion of this course, students will be able to

- define sustainability, explain how it may be measured, and identify some of the success factors and some of the challenges with implementing sustainability initiatives;
 - show the strategic importance of sustainability to an organization;
 - distinguish and compare leadership traits and qualities relevant to 'green' organizations;
 - apply the best practices of transformational leadership to the implementation of sustainability initiatives;
 - integrate and apply strategic leadership practices into change management simulations and cases;
 - compare the success/failure of strategic leadership practices across cultures;
 - identify strategies for developing sustainability leaders;
 - review and apply the change management process to organizational sustainability;
 - consider the influence of the learning organization in the change management process and apply to sustainability initiatives;
 - devise strategies for overcoming resistance to change in sustainability implementation;
 - analyze and evaluate the key role of change agents, transition teams and Human Resources in sustainability implementation; and
 - synthesize concepts of strategic leadership and change management and construct a plan for a sustainability initiative.
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COURSE TOPICS:

Sustainability

- Review of definitions of sustainability, how sustainability is measured, and the challenges of sustainability measurement
- Organizational sustainability initiatives, implementing sustainability - individual and organizational challenges, best practices for sustainability

Leadership

- Identification of who leaders are and what leaders do, leadership theories
- Transformational leadership
- Strategic leadership and its components, role of strategic leadership in the development of sustainable business and business practices and role of followers
- Sustainability leadership - challenges, best practices for implementation

- Strategies for leadership development

Change Management

- Theories of change management, best practices and challenges of change management
- Change management process
- Resistance to change, change agents, gaining stakeholder commitment
- Implementation of change through learning organizations
- Action research approach
- Best practices for sustainability change management

See instructor’s syllabus for the detailed outline of weekly readings, activities and assignments.

EVALUATION AND ASSESSMENT (Online Delivery):

Assignments	% Of Total Grade
Online Participation	15%
Individual Assignments	35%
Team Assignment	25%
Final Project	<u>25%</u>
Total	100%

Please see the instructor’s syllabus for specific classroom policies related to this course, such as details of evaluation, penalties for late assignments and use of electronic aids.

EXAM POLICY:

Students must attend all required scheduled exams that make up a final grade at the appointed time and place.

Individual instructors may accommodate for illness or personal crisis. Additional accommodation will not be made unless a written request is sent to and approved by the appropriate Department Head prior to the scheduled exam.

Any student who misses a scheduled exam without approval will be given a grade of “0” for the exam.

COURSE GRADE:

Course grades are assigned as follows:

Grade	A+	A	A-	B+	B	B-	C+	C	C-	D	F
Mark (Percent)	≥ 90	89-85	84-80	79-76	75-72	71-68	67-64	63-60	59-55	54-50	< 50

Certificate and diploma students are required to maintain a minimum course grade of C- (55%) in all program courses. BBA students are required to maintain a minimum course grade of C (60%) and an average course grade of C+ in all program courses that contribute to the BBA.

ACADEMIC POLICIES:

See www.cotr.bc.ca/policies for general college policies related to course activities, including grade appeals, cheating and plagiarism.

COURSE CHANGES:

Information contained in course outlines is correct at the time of publication. Content of the courses is revised on an ongoing basis to ensure relevance to changing educational, employment and marketing needs. The instructor endeavours to provide notice of changes to students as soon as possible. The instructor reserves the right to add or delete material from courses.