![Karolinska Institutet logo](ANNO 1810) **Karolinska Institutet**

Course syllabus for

Leading Change and Learning, 7.5 credits

Att leda förändringsarbete och lärande, 7.5 hp
This course has been cancelled, for further information see Transitional provisions in the last version of the syllabus.
Please note that the course syllabus is available in the following versions:
Autumn2010 , Autumn2012

Course code	4ME005
Course name	Leading Change and Learning
Credits	7.5 credits
Form of Education	Higher Education, study regulation 2007
Main field of study	Medical Education
Level	AV - Second cycle
Grading scale	Pass with distinction, Pass, Fail
Department	Department of Learning, Informatics, Management and Ethics
Decided by	Programnämnd 9
Decision date	2010-06-04
Revised by	Programnämnd 9
Last revision	2012-05-29
Course syllabus valid from	Autumn 2012

Specific entry requirements

The participants should have completed the courses Scholarship of Medical Education (4ME000), Learning processes (4ME001), Integration of theory and practice (4ME002) and Design and assessment of learning (4ME003).

Objectives

The aim of the course is to help the participants to develop the skills and understanding that is required to create a learning organisation when leading change and development work and learning in their workplace. The course builds on preceding courses in the Master's programme by creating possibility for the participants to apply their educational skills in practice.

Intended Learning outcomes
On completion of the course, the participants should be able to:

1. Apply development theory in connection with healthcare and education by taking interactions on individual, group, organisational and system level into account.

2. Reflect on his/her own role in relation to group processes and leadership.

3. Analyse how organizational factors affect leadership.

4. Cooperate to create a learning organisation based on a scientific approach/ scholarship of medical education.

Content

The course contains two fields of study, individual development of leadership, and understanding and skills regarding learning organisations, and how learning within medical and the health care field may be developed. These two fields will be studied with the aim at learning how we can work with development to prepare for a continous development within healthcare and education.

The field individual development concerns the understanding and analysis of own leadership in relation to current leadership theory, context, types of problems and learning.

The field of learning organisations is based on literature from both leadership and organisation/management, and organisation and system issues within higher education. Here, the understanding of central concepts are deepened such as culture, complexity, beaurocracy, ethics, negotiation, power, motivation, group processes, change and development work.

Teaching methods

The participants will work in small groups. Each group will develop a web-based learning activity that consists of a number of modules with the aim to support the fulfilment of intended learning outcomes. During the first part of the course, the participants work with the creation of the learning activity with support from the course management. During the second part of the course, the participants will study in accordance with one another's learning activities, and evaluate them by means of action evaluation. Participation in the group work is compulsory and provide basis for the individual examination task. At absence additional assignments will be offered. The group work will provide opportunities for the participants to create a course and, based on theory, discuss the design, development and content of the course constructed.

In parallel with the above the participants willl work with his/her own continuing professional development in leadership and collaborative work.

Examination

The examination consists of an individual assignment, which is based on the group's assignment. In the individual assignment participants will critically review the course produced by their own group, personal group and leadership skills in relation to the group task. The assignment should be linked to theory and central concepts of the course.

Transitional provisions

The examination will be provided during a period of two years after a close-down of the course.

Other directives

A course evaluation will be carried out according to the guidelines that are established by the Board of education at Karolinska Institutet.
Language of instruction: English

Literature and other teaching aids

Christensen, Clayton M.; Grossman, Jerome H.; Hwang, Jason

The innovator's prescription : a disruptive solution for health care

New York : McGraw-Hill, cop. 2009 - li, 441 s.

ISBN:978-0-07-159208-6 (alk. paper) LIBRIS-ID:11318130

Library search

Collins, James C.q (James Charles)

Good to great and the social sectors : a monograph to accompany Good to great

London : Random House Business, 2006. - 35 p.

ISBN:1-905211-32-5 (pbk.) LIBRIS-ID:11565185

Library search

Covey, Stephen R.

The 7 habits of highly effective people : restoring the character ethic

London : Simon & Schuster, 1999 - 358 s.

ISBN:0-684-85839-8 (pbk) LIBRIS-ID:8294250

Library search

Fisher, Roger; Sharp, Alan; Richardson, John

Getting it done : how to lead when you're not in charge

1. ed. : New York : HarperBusiness, cop. 1998 - xiii, 219 s.

ISBN:0-88730-842-2 LIBRIS-ID:6254468

Library search

Fisher, Roger; Ury, William

Getting to yes : negotiating an agreement without giving in

Patton, Bruce

2. ed. : London : Random House Business Books, 1999 - xv, 207 s.

ISBN:1-84413-146-7 LIBRIS-ID:9645374

Library search

Hamel, Gary.; Breen, Bill

The future of management

Boston, Mass. : Harvard Business School Press ;a London :b McGraw-Hill [distributor], 2007. - xiv, 272 p.

ISBN:978-1-4221-0250-3 (hbk.) LIBRIS-ID:10654324

Library search

Heifetz, Ronald A.d 1951-

Leadership without easy answers

Cambridge, Mass. ;a London : Belknap Press of Harvard Univ. Press, 1994 - 348 s.

ISBN:0-674-51858-6 LIBRIS-ID:5116591

Library search

Jackson, Brad; Parry, Ken W.

A very short, fairly interesting and reasonably cheap book about studying leadership

Los Angeles ;a London : SAGE, 2008 - x, 162 s.

ISBN:1-4129-2845-1 (hbk.) LIBRIS-ID:10734881

Library search

Kember, David; Jones, Alice

Reflective teaching and learning in the health professions : action research in professional education

Oxford : Blackwell science, 2000
ISBN:# ISBN:0-632-05739-4 ;CIP entry LIBRIS-ID:LIBRIS-ID:5089183
Library search

Kim, W. Chan; Mauborgne, Renée

Blue ocean strategy : how to create uncontested market space and make the competition irrelevant

Boston, Mass. : Harvard Business School Press, cop. 2005 - 238 s.
ISBN:1-59139-619-0 (inb.) LIBRIS-ID:9627193
Library search

Pink, Daniel H

Drive : The Surprising Truth About What Motivates Us

Edinburgh : Canongate Books, 2009
ISBN:9781847677686
Library search

Ramsden, Paul

Learning to lead in higher education

London : Routledge, 1998
LIBRIS-ID:LIBRIS-ID:11575442

Savage, Carl

Overcoming inertia in medical education : navigating change with adaptive reflection

Stockholm : 2011 - 127 s.
ISBN:978-91-7457-358-9 LIBRIS-ID:12223917
URL: Online
Library search

Wenger, Etienne

Communities of practice a brief introduction

URL: http://www.ewenger.com/theory/.

Wheelan, Susan A.

Creating effective teams : a guide for members and leaders

2. ed. : Thousand Oaks, Calif. : SAGE, 2005 - 151 s.
ISBN:1--41291376-4 (pbk.) LIBRIS-ID:10134437
Library search