University of Pretoria Yearbook 2021

MPhil with specialisation in Change Leadership (07254020)

Department	Gordon Institute of Business Science
Minimum duration of study	1 year
Total credits	180
NQF level	09

Programme information

The degree comprises the writing of a dissertation and coursework.
Full particulars of the degree programme are contained in a brochure which is available from the departmental website.

Admission requirements

1. Relevant honours (or equivalent) degree
   or
2. Relevant postgraduate diploma

Additional requirements

Refer to General Regulation G.55.
NB: All modules are compulsory. Candidates must pass all the modules, including the mini-dissertation, to be awarded the degree MPhil (Change Leadership).

Examinations and pass requirements

i. The minimum pass mark for each prescribed course is 50%, provided that a subminimum of 45% has been obtained in the examined component.
ii. A candidate who has failed more than two courses may not continue with their studies for the degree, except with the approval of the Dean.

Curriculum: Final year

Minimum credits: 180

Students need to select 4 electives of 6 credits each. Students must contact the Faculty Administration to establish which electives are being offered.

Core modules

Contextual disruption and business strategy 811 (GIG 811)

Module credits	12.00
NQF Level	09
Prerequisites	No prerequisites.
Contact time	21 contact hours per 3 week-cycle
Language of tuition	Module is presented in English
Department	Gordon Institute of Business Science
Period of presentation	Semester 1 or Semester 2

Module content

This module aims to provide students with a historical and contemporary overview of environmental, social and technological change. Students will learn about the history of business strategy but especially consider strategy in times of rapid change. There will also be a focus how contemporary technological shifts are shaping business strategy. Issues of global turbulence, socio-economic inequality and environmental sustainability will be considered.

The evolving organisation 812 (GIG 812)

Module credits	12.00
NQF Level	09
Prerequisites	No prerequisites
Contact time	21 Hours
Language of tuition	Module is presented in English
Department	Gordon Institute of Business Science
Period of presentation	Semester 1 or Semester 2

Module content

This module will look at new forms of organisation and how organisations are evolving in lieu of contextual disruption and strategic pressures. This will include a focus on the growing relationship and interface between technology and people. This module will include an understanding of contemporary cultural, structural and human resourcing issues in business. It will also situate the organisation in its contextual context and pay specific attention to new African organisational dynamics.

Leading innovation and organisational change 813 (GIG 813)

Module credits	15.00
NQF Level	09
Prerequisites	No prerequisites.
Contact time	21 Hours
Language of tuition	Module is presented in English
Department	Gordon Institute of Business Science
Period of presentation	Semester 1 or Semester 2

Module content

This module aims to expose students to a variety of business innovation processes including those associated with technology-oriented firms. It will also examine established and new approaches to organisational change and change leadership. Students will learn many of the methodologies for operating systemically, communicating effectively, managing conflict, overcome stakeholder resistance and working across boundaries. They will learn how to build the support systems for workforce adaptation.

Developing self and others 814 (GIG 814)

Module credits	21.00
NQF Level	09
Prerequisites	No prerequisites.
Contact time	49 Contact hours
Language of tuition	Module is presented in English
Department	Gordon Institute of Business Science
Period of presentation	Semester 1 or Semester 2

Module content

Change leadership requires not just ‘knowing’ - but ‘being’ and ‘doing’. This substantive and extensive module will develop student’s personal capacities to enable real change. This will be achieved through a professional coaching journey that will include exposure to the latest tools and methodologies in the coaching field. Students will learn how to create sustainable performance at the organisation and personal levels. They will come to understand their own responses to change and explore the kind of change leader they want to become. They will also importantly learn how to coach others and create an enabling environment for other people to thrive.

Coaching is a powerful intervention to enhance performance, embed sustainable change and develop strong and resilient leadership in organisations. This module will draw on the GIBS Coaching Programme is part of the GIBS Personal and Applied Learning (PAL) portfolio – an initiative that generates world-class theory and practice for optimal individual effectiveness, learning and development.

Advanced research methods 815 (GIG 815)

Module credits	15.00
NQF Level	09

Prerequisites	No prerequisites.
Contact time	28 contact hours
Language of tuition	Module is presented in English
Department	Gordon Institute of Business Science
Period of presentation	Semester 1 or Semester 2

Module content

This module helps students to conceptualise a research design. It covers how the choice of a research design relates to the chosen analytic method (Qualitative Research, Quantitative Research or Mixed Methods). Students are expected to relate the business challenge to the research design and to justify the selection of a given design for a given problem. The objectives of the module are to help students: make informed decisions about their research design; and understand the implications of selecting a given research design in particular around the questions that can be answered.

Mini-dissertation: Change leadership 801 (GMD 801)

Module credits	81.00
NQF Level	09
Prerequisites	No prerequisites.
Language of tuition	Module is presented in English
Department	Gordon Institute of Business Science
Period of presentation	Year

Module content

Students must submit a mini-dissertation on an approved topic.

The information published here is subject to change and may be amended after the publication of this information. The General Regulations (G Regulations) apply to all faculties of the University of Pretoria. It is expected of students to familiarise themselves well with these regulations as well as with the information contained in the General Rules section. Ignorance concerning these regulations and rules will not be accepted as an excuse for any transgression.