

Course	Course (2): 10118 Course Syllabus: Skills for Agents of Change
Faculty	Fall Quarter 2017 Nathaniel Petty Jr. E-mail: petnat12@evergreen.edu
Class Meetings	Friday 5:00pm-9:00pm December 1, 2017 Saturday 9:00am-5:00pm December 2, 2017 Sunday 9:00am-5:00pm December 3, 2017 SEM 2 E2109
Course Vision	To inspire and empower you to pursue innovative activity in your identified communities and use the “network” of peers and faculty to help you in pursuit of your “change agent” effort and the development of your identity as a “change agent.”
Course Description	<p>Healthy organizations have compelling visions for the future. Their purpose statements are clearly defined and well communicated. These organizations have a whole system of people who provide the support employees need to make successful transitions required by organizational change. Plans are developed collaboratively and work is managed against goals or objectives. When priorities are revised, the strategies to manage the changes often fall to this group.</p> <p>Skills for Agents of Change will enable you to manage change effectively using various change management techniques.</p> <p>We will create a practical understanding of the theories and perspectives of change. We will unlock the change management process by clearly understanding that “purpose dictates strategy.” We will unmask and introduce you to the change management process and ways to integrate change management activities into any project. We will learn how to assess the size of the change and create an appropriate change</p>

management strategy. Participants will also spend time exploring the most important aspect of change management – themselves. Change is inevitable. What you can control is how skillfully you will handle it.

The final product should (1) document your efforts as a “change agent,” and (2) provide a reflection on how you identify your identity and skill in producing change.

Textbook & Required Texts

There are no required readings for this class. However, you *are* expected to identify and pursue literature and resources (material, organizational, and human) that can help you and your change agent work forward.

Methodology (Course Culture and Processes)

The course models a student-centered, active learning environment. This requires the learner to take ownership of learning and requires the instructor/facilitator to create opportunities for learners to demonstrate that ownership. Class readings, research, and activities will contribute to the learning activities and projects throughout the class. There will be a number of presentations, discussions, and cooperative learning activities, designed to facilitate your thinking about the topics of the class. Communication and documentation, both on- and off-line will be critical, as they form the basis for course work products.

Core Competency Focus

1. **Innovator:** Embrace innovation as a necessity
2. **Critical consumer of innovation** who analyzes processes, systems, and organizational frames and structures of oneself own, and other institutions, and reviews the current context to identify changes to the systems and practices that could be greatly improved through an act of innovative enterprise.
3. **Risk Taker:** Willing to take risks as a productive activity leading to success in changing systems, processes, and cultures.
4. **Reflective Change Agent:** Able to engage others in shared ownership of a vision to make a difference through change agent work.
5. **Positive persona:** Consistently and enthusiastically models positive, proactive

forward thinking and a “can-do” attitude.

6. **Communicator:** An active and proactive communicator that listens and can analyze and successfully interpret and reposition a message to inspire, connect, and meaningfully engage all stakeholders.

Learning Outcomes

Students who successfully complete this course will:

1. Develop an inspiring view of the future, possibly challenging current institutional assumptions, and identify challenges, risks, and opportunities to generate innovation by employing entrepreneurial thinking, inclusive of leveraging relationships and resources to make a difference in the world.
2. Discern elements and conditions of innovative activity that supports and limits its value.
3. Identify the skills and personal assets and characteristics required of themselves and other change agents and leaders who wish to think and act innovatively to prompt new possibilities and make a difference in the lives of others.
4. Mindset to pursue, learn about, and takeaway from other examples and endeavors and “bring about” a design, plan, and persistent, unwavering, and iterative development of an initiative taking advantage of and seeking out resources, opportunities, relationships and “out of the box” thinking to make something happen.
5. Use scenario planning to develop a coherent “narrative” for the pursuit of innovative activity.
6. Excite others about innovative opportunity and possibility.

Work Products and Performance Criteria

1. **Pursue and identify resources that can help to make you a real change agent.** There is nothing like talking with others that are in pursuit of the same dreams, aspirations, and ambitions not unlike yourself and to learn from their experience and wisdom doing so.
2. **Class participation.** You will be asked to share your thinking and contribute to your classmates’ thinking through interactive exercises, self-evaluations, and through

seminars.

3. Final Documentation & Reflection. You will be expected to provide either a document or oral report-out clearly detailing your efforts in pursuit of the “change” you were trying to make and then your reflection on what *you* learned about pursuing a change agent endeavor and your personal reflection on what you learned about yourself as a “change agent.”

**Class
Expectations**

Student/Learner Responsibilities

- Be a positive contributor to the community of learners (increasing the learning of the group).
- Accept responsibility for the timely completion of all course work products (this includes coming to class fully prepared, with all on- or off-line readings, homework, and assignments completed by the day or time identified in the course schedule).
- Participate fully in class activities.
- Emotionally engage in the challenge of personal growth and the necessary effort for continuous quality improvement in yourself and in the course.
- Work products must be completed with a high level of quality and at the time identified.

Faculty/Facilitator Responsibilities

- Provide guidance and mentoring to each participant with respect to improving selected learning skills.
- Provide value-added commentary and serve as learning coach during, between and after classes.
- Provide assistance in locating additional resources that align with personal and team learning goals.
- Assist participant in focusing efforts toward future studies.

*** A full day-by-day overview of activities and assignments will be provided first day of class***