

Advanced Seminar on Managing Change in Digital Transformation					
Module no.	Credits 5 CP	Workload 150 h	Term 1.-3. Sem.	Frequency irregular	Duration 1 Semester
Courses Seminar			Contact hrs 2 SWS	Self-Study 120 h	Group size 18 students
Language English			Prerequisites The seminar can only be selected in combination with the module "Managing Change in Digital Transformation"		
Registration Registration mask on homepage / via email (see homepage)					

Specialisations / Classifications
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Program Economic Policy Consulting MSc.			
	Compulsory module (20 ECTS)		Environmental, Resource and Energy Economics
	Quantitative Methods		Microeconomic Theory and Applications
	Regional, International and Development Economics	x	Elective module

Program Management and Economics MSc.			
	Accounting & Auditing		Production management
x	Entrepreneurship, Innovation & Transformation		Development Economics
	Banking & Finance		Statistics & Econometrics
	Governance Systems		National Security Economics
	Business Taxation		Theoretical & Applied Microeconomics
	International Finance		Energy and Environmental Economics
	Controlling		General Economics
	Sales & Innovation	x	General Management
	Data Science & Quantitative Analysis		

Program Finance, Accounting, Auditing, Controlling, & Taxation MSc.			
	Compulsory module (25 ECTS)		Finance
	Accounting		Auditing
	Controlling		Taxation
	Compulsory elective (20 ECTS)	x	Elective module (max. 15 ECTS)

Program Sales Management MSc.			
	Compulsory module (45 ECTS)	x	Elective module (max. 20 ECTS)
	Compulsory elective (min. 15 ECTS)		

Economics MSc.			
	Core module (30 ECTS)		Elective in Economics (min. 75 ECTS)
	International Economics and Finance	x	Elective in Management (max. 15 ECTS)
	Economic Policy		

Management MSc.			
	Accounting, Finance, Taxation	x	Elective in Management (min. 60 ECTS)
	Operations and Service Management		Elective in Economics (max. 30 ECTS)
	Marketing		

Learning outcomes Participants will achieve knowledge and abilities in the following areas:			
<ul style="list-style-type: none"> • Advanced skills in scientific writing of a research paper in the field of managing change and digital transformation • Application of change management knowledge and related instruments to a selected real-life challenge / company case • Research-based problem solving 			
Content Student guided selection of real-life challenges / company cases related to the topics			
<ul style="list-style-type: none"> • Concepts, methods and instrument for classifying and moderating organizational change • Drivers and inhibitors of change • Resistance to change and coping patterns • Change strategies and roadmaps • Competence development for enhancing change capabilities • Managing change and leadership styles • Classifications of digital change and options for new work • Human-AI role development 			
Teaching methods Seminar / colloquium with research paper; consultation and coaching; moodle course on research methods and scientific writing			
Mode of assessment Evaluation of the research paper			
Requirement for the award of credit points Credit points are received when the research paper has been successfully completed.			
Weight of the mark for the final score (based on a required coursework of 120 ECTS) 4,17%			
Module coordinator and lecturer(s) Module coordinator: Prof. Dr. Uta Wilkens Lecturer(s): Prof. Dr. Uta Wilkens			
Learning material and relevant literature			

Hayes, J. (2022). *The Theory and Practice of Change Management* (6th ed.). London: Bloomsbury Publishing.

Hess, T. (2016). Digitalisierung. *Enzyklopädie der Wirtschaftsinformatik – Online Lexikon*. Retrieved from <http://www.enzyklopaedie-der-wirtschaftsinformatik.de/lexikon/technologien-methoden/Informatik--Grundlagen/digitalisierung> [18.03.2019].

Langhof, V. & Wilkens, U. (2021). Agile project management, new leadership roles and dynamic capabilities – Insight from a case study analysis. *Journal of Competences, Strategy and management*, 11, S. 1-18. <https://doi.org/10.25437/jcsm-vol11-17>.

Legner, C., Eymann, T., Hess, T., Matt, C. et al. (2017). Digitalization: Opportunity and Challenge for the Business and Information Systems Engineering Community. *Bus Inf Syst Eng*, 59(4), 301-308.

Riasanow, T., Setzke, D. S., Böhm, M., & Krcmar, H. (2019). Clarifying the Notion of Digital Transformation: A Transdisciplinary Literature Review. *Journal of Competences, Strategy & Management*, 10, 5-36.

Wilkens, U. (2021). Digitaler Wandel und Führung in Veränderungsprozessen. In W. Busse Colbe, A. G. v. Coenenberg, P. Kajüter, U. Linnhoff, & B. Pellens (Hrsg.). *Betriebswirtschaft für Führungskräfte. Eine Einführung in betriebswirtschaftliches Denken und Handeln*. 5. komplett überarbeitete Auflage. (S. 317-352). Stuttgart: Schäffer-Poeschel Verlag.

Wilkens U., Lupp, D., & Langhof, V. (2023). Configurations of human-centered AI at work – Seven actor-structure engagements in organizations. *Frontiers in Artificial Intelligence. AI in Business*, 6. doi: 10.3389/frai.2023.1272159

Students will also be subscribed to an additional moodle course on research methods and scientific writing

Further information

This seminar can only be selected in combination with the module “Managing Change in Digital Transformation”.