



## Change management

### Presentation

The objectives of this class are: to introduce students to approaches to change management in human organizations; to discuss basic human needs in order to better understand people's motivations; to draw students' attention to unconscious postures that may characterize leadership behaviors; to initiate students to the various roles that exist within a group; to examine and understand the dynamics of groups working in teams; to explore different collective problem-solving processes; to examine innovative models based on collective intelligence that make it possible to improve collective functioning.

### In brief

**Number of hours** : 18.0

**Teaching term** : Six-monthly

**Teaching activity** : Seminar

**Year** : Fifth year

**Validation** : Continuous assessment

### Contacts

#### **Responsible(s)**

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## Bibliography

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- Mucchielli A., *Approche par la modélisation des relations*, Armand Colin.
- Lecomte J., *Les entreprises humanistes*, Les Arênes.
- Charest G., *La démocratie se meurt, vive la sociocratie*, Esserci Edizioni.
- Watzlawick P., *Le langage du changement*, Seuil.
- Druon E., *Écologie*, Actes Sud.

## Formule pédagogique

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4 half-days of role-playing (individually or in groups) in which students will simulate the different approaches studied in class. Students are participants, facilitators, and observers at the same time. They then take part in the collective analysis by the group of all the scenarios.

## Additional information

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Class delivered by Éric Marsaudon and Stéphanie Maupile.