Course Descriptions None 2026-2027

Course Title	Organisational Change and Consultancy
Course Code	EBC4047
ECTS Credits	6,5
Assessment	Whole/Half Grades

Period

Period	Start	End	Mon	Tue	Wed	Thu	Fri
1	31-8-2026	16-10-2026	X			X	

Level	Advanced
Coordinator	Hannes Günter For more information:h.guenter@maastrichtuniversity.nl
Language of instruction	English
Goals	* Make sense of advanced organizational science literature and critically assess quantitative and qualitative empirical findings reported in top-tier journals * Provide solutions to change-related issues in organizations by applying theoretical and empirical insights * Co-facilitate tutorial sessions centred around one theme, substantiated with scientific literature, meant to be interactive and creative (e.g. case studies, role plays, debates or discussion) * Take initiative and demonstrate leadership responsibilities as members of a facilitation team or as session leader vis-à-vis their peers * Engage peers in collaborative learning and co-exploration of topics as an active and critical participant
Description	This course aims at furthering students' understanding of the development of organisations over time and how this development may or may not be influenced or even be ‘managed'. The course consists of two parts. First, we look at change ‘from the outside in'. A broad overview is provided of the theoretical and empirical literature on the nature of organisational change and the processes involved. In the second part of the course, we study organisational interventions by management consultants. We study the consultancy industry, learn to differentiate among types of management consultants, and assess the challenges that consultants and clients face.
Literature	Academic articles
Prerequisites	* Standard Organisation Theory as in, for instance, Daft (2010): Organisation Theory and Design. * Exchange students need to have obtained a Bachelor degree in business. * Exchange students need to major in organisation in their Master. * An advanced level of English. Note that courses and workload are very demanding for all master International Business courses.
Transitional Regulations	<ul class="trcohorts"> - Master Business Research - No specialisation [2023-2024 and earlier] - Master Business Research - Operations Research [2023-2024 and earlier] - In 2024-2025 and 2025-2026 education and exam/resit opportunities are offered. - In 2026-2027 exam/resit opportunities are offered. - From 2027-2028 onwards, the course is cancelled. <table><col style="width: 200px;"><col style="width: 120px;"><col style="width: 120px;"><col><thead><tr><th>Academic Year</th><th>Education</th><th>Exam/Resit</th><th>Replacement(s)</th></tr></thead><tbody><tr><td>2024-2025 - 2025-2026</td><td>X</td><td>X</td><td> </td></tr><tr><td>2026-2027</td><td> </td><td>X</td><td> </td></tr><tr><td>2027-2028 onwards</td><td> </td><td> </td><td> </td></tr></tbody></table> <ul class="trcohorts"> - Master Human Decision Science [2022-2023 or earlier] - From 2023-2026 onwards, the course is cancelled. <table><col style="width: 200px;"><col style="width: 120px;"><col style="width: 120px;"><col><thead><tr><th>Academic Year</th><th>Education</th><th>Exam/Resit</th><th>Replacement(s)</th></tr></thead><tbody><tr><td>2023-2024 onwards</td><td> </td><td> </td><td> </td></tr></tbody></table>
Teaching methods	PBL / Presentation / Lecture / Assignment / Groupwork
Assessment methods	Participation / Written Exam / Presentation
Evaluation in previous academic year	For the complete evaluation of this course please click http://iwio-sbe.maastrichtuniversity.nl/rapporten.asp?referrer=codeUM

This course belongs to the following programme / specialisation

Master Business Research - No specialisation	In transition -Year1 Disc IB Org: Mgmt Change Cons
Master Business Research - Operations Research	In transition - Year 1+2 Elective Courses
Master Human Decision Science	Cancelled - Elective Courses
Master International Business - Organisation: Management, Change and Consultancy	Compulsory Courses
Master Learning and Development in Organisations	Compulsory Courses
SBE Exchange Master	Master Exchange Courses
SBE Non Degree Courses	Master Courses