

MISSION: *Our mission is to advance responsible and impactful business knowledge. To achieve our mission, we develop life ready graduates and build global and local partnerships through ethical and innovative practices.*

OVERVIEW

Course Description

Innovation does not happen without people. Within and outside organisations, individuals are critical agents who can either help or hinder the management of innovation and, ultimately, determine whether it succeeds or fails. This course will progress students from understanding the various models and processes of innovation to understanding how to manage that process, particularly how to identify, navigate and manage the people-based complexities of implementing innovation. The course will examine a range of topical and critical aspects relating to the people management components of the innovation process, including: social networks; power and politics; interpersonal skills, influencing, selling and persuading; fostering creativity and innovation at individual, team and organisational levels; diffusing innovation; and the 'dark side' of innovation. Overall, this course will equip students with the 'soft skills' needed by any organisation looking to innovate.

Sustainable Development Goals Contact Hours



Integrated Learning Session

Face to Face On Campus

2 hour(s) per Week for Full Term

Students are expected to complete 4 hours of guided learning via online preparation, lectures, interactive workshops, tutorials, discussion groups or self-directed learning and an additional 6 hours of independent study per week.

Unit Weighting

10

Assumed Knowledge Workload

MNGT1002 Introduction to Entrepreneurship and Innovation

Students are required to spend on average 120-140 hours of effort (contact and non-contact) including assessments per 10 unit course.

Please refer to the course CANVAS site for details of teaching staff for ALL course offerings. The primary contact for courses is the Course Coordinator, whose details are listed on the course CANVAS site.

Student Consultation

A minimum of 1 hour of consultation per week. Please see course CANVAS site for details of time and location.

Course Learning Outcomes

On successful completion of this course, students will be able to:

1. Identify and analyse the critical role of people at multiple stages of the innovation process using relevant theoretical frameworks;
2. Analyse and evaluate different strategies for (but not exhaustive to): engaging individuals and teams in the innovation process; developing an organisational culture and climate conducive to innovation; positively managing issues of power and politics in organisations to foster innovation; utilising social networks to develop and implement innovation; identifying critical agents that support (or potentially hinder) innovation; influencing, selling and persuading others to adopt ideas; and diffusing innovation through organisational systems;
3. Apply relevant theories, frameworks and strategies to case studies and other real-world settings involving the management of

COURSE OUTLINE

www.newcastle.edu.au

CRICOS Provider
00109J

- innovation in the workplace;
4. Demonstrate their own capabilities and behaviours to become effective and ethical participants in, and leaders of, innovation in organisations; and
 5. Work independently and collaboratively on assessments while reflecting on individual and group behaviours relating to innovative activity.

ASSESSMENT DETAILS

This course has 3 assessments. Each assessment is described in more detail in the sections below:

	Assessment Name	Due Date	Involvement	Weighting	Learning Outcomes
1	Group Case Study Report	Tuesday of week 9 by 11:59 pm	Group	30%	1, 2, 3, 5
2	Reflective Portfolio/Journal	Tuesday of week 12 by 11:59 pm	Individual	30%	1, 2, 3, 4, 5
3	Final Examination	Formal examination period	Individual	40%	1, 2

Please note: students are advised that all assessments must be submitted in English. Assessment items not submitted in English will receive a mark of zero.

Results of individual assessment items and final results, including those provided via the Learning Management System (LMS) are 'unofficial results' until they are confirmed as finalised by the School Assessment Body and the Head of School or delegate. Finalised results are released directly to students on the Fully Graded Date of the relevant Semester/Trimester.

Time referenced is time in Newcastle NSW

Late Submissions	The mark for an assessment item submitted after the designated time on the due date, without an approved extension of time, will be reduced by 10% of the possible maximum mark for that assessment item for each day or part day that the assessment item is late. Note: this applies equally to week and weekend days.
-------------------------	--

Assessment 1 – Group Case Study Report

Assessment Type	Case Study / Problem Based Learning
Purpose	The purpose of this assessment is to challenge groups to apply the theories/concepts/frameworks discussed in the course to a real-life case study and assess the group's ability to convey this in a written format.
Description	In completing this assessment, students will provide a suitably informed (researched and referenced to the body of current knowledge in the area) written critical analysis of a case study. Further guidance on this assessment piece will be provided in class and on CANVAS.
Weighting	30%
Length	2500-3000 (excluding Executive Summary)
Due Date	Tuesday of week 9 by 11:59 pm
Submission Method	Online - via Turnitin
Assessment Criteria	A detailed marking rubric will be provided on CANVAS. Broadly, the assessment criteria are: <ol style="list-style-type: none"> 1. Structure; 2. Level of understanding of issues; 3. Argument development and analysis; 4. Research; 5. Written expression; and 6. General presentation
Return Method	Online
Feedback Provided	Online

Assessment 2 - Reflective Portfolio/Journal

Assessment Type	Journal
Purpose	The purpose of this assessment is to challenge you to critically and deeply think about

Description	<p>how your learnings in this course are developing your knowledge, skills and abilities to manage the people-related aspects of innovation and, more broadly, are contributing to your professional and personal development. The aim is to make you an active and engaged participant in your learning, continually reflecting on how and why your learning is relevant to the business world.</p> <p>In this assessment you will construct a reflective portfolio/journal that identifies your learning and development over the course of MNGT2004, identifies which areas are most important to you and why, and demonstrates your critical thinking, analysis and questioning skills to link what you are learning to your development as an innovation practitioner. Further guidance on this assessment piece will be provided in class and on CANVAS.</p>
Weighting	30%
Length	2500-3000 (excluding reference list)
Due Date	Tuesday of week 12 by 11:59 pm
Submission Method	Online – via Turnitin
Assessment Criteria	<p>A detailed marking rubric will be provided on CANVAS.</p> <p>Broadly, the assessment criteria are:</p> <ol style="list-style-type: none"> 1. Structure; 2. Critical reflection; 3. Analysis and application; 4. Use of research and documentary evidence; 5. Written expression; and 6. General presentation.
Return Method	Online
Feedback Provided	Online

Assessment 3 - Final Examination

Assessment Type	Formal Examination
Purpose	The purpose is to evaluate your knowledge, judgement and writing skills as well as the ability to apply that knowledge developed in the course over the semester.
Description	<p>In completing this assessment, you will undertake examination task(s) on a mix of topics covering content presented throughout the course. Further guidance on this assessment piece will be provided in class and on CANVAS.</p> <p>This course has a RESTRICTED OPEN BOOK examination. A memory aid is permitted. The memory aid is a single double sided A4 sheet of handwritten or typed notes for use during the examination. Note: memory aids must be left on the examination table and cannot be removed from the examination venue.</p>
Weighting	40%
Length	120 minutes
Due Date	In formal examination period
Submission Method	Formal Exam
Assessment Criteria	To be discussed in class later in the semester.
Return Method	Not Returned
Feedback Provided	No Feedback. Examination scripts will not be returned to students. Final examination scripts will be made available for review by students, upon request, in a controlled and monitored setting. Students are required to make requests, directly to the relevant course coordinator. Completed examination scripts are kept by the Newcastle Business School for a period of six (6) months only, from the relevant fully graded date. Requests made after the six (6) month period cannot be considered.

SYLLABUS

Course Content

Topics in the course include but are not limited to the following:

1. Managing social networks to develop and promote innovation
2. Understanding and navigating organisational power and politics
3. Strengthening interpersonal communication skills for influencing, selling and persuading
4. Managing individuals, teams and an organisation's culture and climate for innovation
5. Understanding the roles of organisational structure and physical space in innovation
6. Innovation implementation and diffusion
7. The two sides of innovation

Course Materials

Required Text:

This course does **not** have a textbook. Weekly course readings will be available via details provided on CANVAS.

Please refer to the course CANVAS site for details of additional recommended texts.

SCHEDULE

Week	Topic	Class Preparation	Workshop Activities
1	Course introduction, expectation setting and academic skills overview	In-Class Discussion and Learning Activities	In-Class Discussion and Learning Activities
2	Interpersonal communication skills	In-Class Discussion and Learning Activities	In-Class Discussion and Learning Activities
3	Barriers to innovation	In-Class Discussion and Learning Activities	In-Class Discussion and Learning Activities
4	Social networks	In-Class Discussion and Learning Activities	In-Class Discussion and Learning Activities
5	Influencing and selling tactics	In-Class Discussion and Learning Activities	In-Class Discussion and Learning Activities
6	Power and politics	In-Class Discussion and Learning Activities	In-Class Discussion and Learning Activities
7	Innovation diffusion and behaviour change	In-Class Discussion and Learning Activities	In-Class Discussion and Learning Activities
8	Innovation 'special agents' & key players in the process	In-Class Discussion and Learning Activities	In-Class Discussion and Learning Activities
9	Creativity	In-Class Discussion and Learning Activities	In-Class Discussion and Learning Activities
10	Individual, team and organisational factors and innovation	In-Class Discussion and Learning Activities	Assessment 1 due: Group report - Tuesday, Week 9 by 11:59 pm In-Class Discussion and Learning Activities
11	Physical space design and innovation	In-Class Discussion and Learning Activities	In-Class Discussion and Learning Activities
12	The two sides of innovation	In-Class Discussion and Learning Activities	In-Class Discussion and Learning Activities Assessment 2 due: Reflective portfolio/ journal - Tuesday, Week 12 by 11:59 pm
13	Course review	In-Class Discussion and Learning Activities	In-Class Discussion and Learning Activities

If a lecture/class is scheduled on a public holiday, a make-up lecture may be announced by the course coordinator on the course CANVAS site.

CONTACTS

School Offices

Newcastle Business School – Callaghan, Newcastle City & Online

NU Space
409 Hunter Street
Newcastle
nbs.enquiries@newcastle.edu.au
+61 2 4921 5511

Newcastle Business School - Ourimbah

BO1.13, Business Offices
Ourimbah
cccbusiness-school@newcastle.edu.au
+61 2 4349 4453

Newcastle Business School - Sydney

55 Elizabeth Street
Sydney
nbs-sydney@newcastle.edu.au
+61 2 82626432

PSB Academy Enquiries

Log your question or request to the PSB Program Executives at the following website:
<http://www.psb-academy.edu.sg/eng>
+65 6390 9000

Newcastle Australia Institute of Higher Education Pte Ltd

100 Victoria Street #13-01/02
National Library Building
Singapore
Singapore-StudentCentral@newcastle.edu.au
+65 6221 3306

ADDITIONAL INFORMATION

Grading Scheme

This course is graded as follows:

Range of Marks	Grade	Description
85-100	High Distinction (HD)	Outstanding standard indicating comprehensive knowledge and understanding of the relevant materials; demonstration of an outstanding level of academic achievement; mastery of skills*; and achievement of all assessment objectives.
75-84	Distinction (D)	Excellent standard indicating a very high level of knowledge and understanding of the relevant materials; demonstration of a very high level of academic ability; sound development of skills*; and achievement of all assessment objectives.
65-74	Credit (C)	Good standard indicating a high level of knowledge and understanding of the relevant materials; demonstration of a high level of academic achievement; reasonable development of skills*; and achievement of all learning outcomes.
50-64	Pass (P)	Satisfactory standard indicating an adequate knowledge and understanding of the relevant materials; demonstration of an adequate level of academic achievement; satisfactory development of skills*; and achievement of all learning outcomes.
0-49	Fail (FF)	Failure to satisfactorily achieve learning outcomes. If all compulsory course components are not completed the mark will be zero. A fail grade may also be awarded following disciplinary action.

*Skills are those identified for the purposes of assessment task(s).

Communication Methods	<p>Communication methods used in this course include:</p> <ul style="list-style-type: none"> - CANVAS Course Site: Students will receive communications via the posting of content or announcements on the CANVAS course site. - Email: Students will receive communications via their student email account. - Face to Face: Communication will be provided via face to face meetings or supervision.
Course Evaluation	Each year feedback is sought from students and other stakeholders about the courses offered in the University for the purposes of identifying areas of excellence and potential improvement.
Oral Interviews	As part of the evaluation process of any assessment item in this course an oral examination may be conducted. The purpose of the oral examination is to verify the authorship of the material submitted in response to the assessment task. The oral examination will be conducted in accordance with the principles set out in the <u>Oral Examination Guidelines</u> . In cases where the oral examination reveals the assessment item may not be the student's own work the case will be dealt with under the <u>Student Conduct Rule</u> .
Academic Misconduct	All students are required to meet the academic integrity standards of the University. These standards reinforce the importance of integrity and honesty in an academic environment. Academic Integrity policies apply to all students of the University in all modes of study and in all locations. For the Student Academic Integrity Policy, refer to https://policies.newcastle.edu.au/document/view-current.php?id=35 .
Adverse Circumstances	<p>The University acknowledges the right of students to seek consideration for the impact of allowable adverse circumstances that may affect their performance in assessment item(s). Applications for special consideration due to adverse circumstances will be made using the online Adverse Circumstances system where:</p> <ol style="list-style-type: none"> 1. the assessment item is a major assessment item; or 2. the assessment item is a minor assessment item and the Course Co-ordinator has specified in the Course Outline that students may apply the online Adverse Circumstances system; 3. you are requesting a change of placement; or 4. the course has a compulsory attendance requirement. <p>Before applying you must refer to the Adverse Circumstances Affecting Assessment Items Procedure available at: https://policies.newcastle.edu.au/document/view-current.php?id=236</p>
Important Policy Information	The 'HELP for Students' tab in UoNline contains important information that all students should be familiar with, including various systems, policies and procedures.

This course outline was approved by the Head of School. No alteration of this course outline is permitted without Head of School approval. If a change is approved, students will be notified and an amended course outline will be provided in the same manner as the original.

© 2023 The University of Newcastle, Australia