



**International organisation development management (IBA-949)**  
(RAHVUSVAHELINE ORGANISATSIOONI ARENGU JUHTIMINE)

**SUBJECT DESCRIPTION**

<b>Credits (ECTS)</b>	3.00 ECTS
<b>Assessment</b>	grading
<b>Aim of the subject and short description</b>	
<p>The aim of the study is to enable the student to acquire necessary competencies to execute the analysis of an organization and manage the development activity thereof. The master student uses different development methods on the level of an individual, group and organization, the aim of which is to ensure personal, team and organizational development. The student creates an environment that fosters devotion and creativity. The main topics include the principles, levels and tools of development management on three levels – individual, group and organization as well as the competencies of change management. Originating from the idea that development is change, the subject is tightly interwoven with the topic of change management, which touches upon the topic of change management process as well as different sub-activities to effectively manage the process, and prevent and overcome development barriers.</p>	
<b>Learning outcomes:</b>	
<p>Student:</p> <ol style="list-style-type: none"><li>1. identifies international development opportunities and challenges of organizations, taking into consider development stages and business environment of the organization</li><li>2. knows development concepts and methods that can be applied on the level of individual, group and organization</li><li>3. understands change management barriers in emerging and advanced market economies</li><li>4. finds suitable organization development and change management tools for different development stages and internationalization opportunities</li></ol>	

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