



Centre for Lifelong Learning

Research Seminar:

'Change management in Universities - The Case of Finland.'

Presenters: Professor Jari Stenvall, University of Lapland
Professor Risto Harisalo, University of Tampere
Sanna Tuurnas, Researcher, University of Tampere

Wednesday 21st November 2012 from 1.00pm-2.00pm
(a sandwich lunch will be available from 12.30pm)

**Venue: Seminar Room GH742,
Centre for Lifelong Learning, Level 7, Graham Hills Building, 40 George St
University of Strathclyde, Glasgow**

<http://www.strath.ac.uk/maps/grahamhillsbuilding/>

In common with higher education institutions in many European countries, Finnish universities have undergone several projects involving significant change. These include examination reform, salary system reform, quality enhancement, strategic management and mergers. These reforms have presented a huge challenge for Universities. In general, change presents a risk factor for organisations and their personnel. Sometimes change can leave the organization weaker at operational level than it had been before. It is also true that universities and their administration were not set up to implement such change, but rather to manage academic operations. In this presentation we will look at how change management has affected Finnish universities. Using change management theory, we will examine three essential elements which are highly relevant to the academic community in implementing reforms. These are: (1) critical reflectivity, (2) evidence based actions in change and (3) open communication and trust.

**RSVP: Katy Anderson, Centre for Lifelong Learning, katy.anderson@strath.ac.uk
Please email to advise if you will be attending the seminar and the lunch at 12.30**

All Welcome