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MBA-687-Q1962 Leading Organizational Change 22...



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MBA 687 Module Five Report Guidelines and Rubric



Overview

The leadership of the Singaporean-headquartered software solutions organization is concerned about issues arising from communication and coordination challenges between employees at the U.S. branch and the Singaporean headquarters. The VP of the U.S. branch tasks you, as an HR consultant, with developing a change management plan.

You decide that before you prepare and present a change management plan, the VP should be familiar with various change management models. This will enable you to explain and justify your use of a particular model to create the change management plan. You decide to create a report that introduces the various change management models and send it to the VP. The report also identifies your selected model for the change management plan and justifies your selection.

Prompt

For this assignment, you need to share with the VP in the course scenario the rationale for deploying a particular change management model at the U.S. branch of the Singaporean software solutions provider.

Specifically, you must address the following criteria for the creation of the change management model report:

1. Provide a **brief description of change management models** listed below:
 - a. ADKAR change management model
 - b. Kotter’s change management model
 - c. Lewin’s change management model
2. **Compare the benefits** of these change management models listed above.
3. Determine the most appropriate **change management model for the U.S. branch**. Support your response with research.
 - a. Identify problem areas related to change indicated in the [Employee Engagement Surveys](#) and [Leaders’ Self-Evaluations](#).
 - b. How does the selected change management model resolve these problem areas?
 - c. What other features of the selected change management model make it appropriate for the U.S. branch?

Guidelines for Submission

Submit the report using double spacing, 12-point Times New Roman font, and one-inch margins. This assignment should be 3- to 4- pages in length and include references cited in APA format. Consult the [Shapiro Library APA Style Guide](#) for more information on citations.

Module Five Report Rubric

Criteria	Exemplary (100%)	Proficient (90%)	Needs Improvement (70%)	Not Evident (0%)	Value
Description of Change Management Models	Exceeds proficiency in an exceptionally clear, insightful, sophisticated, or creative manner	Provides a brief description of the ADKAR, Kotter’s, and Lewin’s change management models	Shows progress toward proficiency, but with errors or omissions; areas for improvement may include briefly	Does not attempt criterion	20

			describing at least two models		
Benefit Comparison for Change Management Models	Exceeds proficiency in an exceptionally clear, insightful, sophisticated, or creative manner	Compares the benefits of the ADKAR, Kotter's, and Lewin's change management models	Shows progress toward proficiency, but with errors or omissions; areas for improvement may include comparing the benefits from at least two models	Does not attempt criterion	30
Change Management Model for the U.S. Branch	Exceeds proficiency in an exceptionally clear, insightful, sophisticated, or creative manner	Determines the most appropriate change management model for the U.S. branch and supports response with research	Shows progress toward proficiency, but with errors or omissions; areas for improvement may include providing sufficient research explaining how the selected model is the most appropriate for the U.S. branch	Does not attempt criterion	40
Articulation of Response	Exceeds proficiency in an exceptionally clear, insightful, sophisticated, or creative manner	Clearly conveys meaning with correct grammar, sentence structure, and spelling	Shows progress toward proficiency, but with errors in grammar, sentence structure, and spelling	Submission has critical errors in grammar, sentence structure, and spelling	5
Citations and Attributions	Uses citations for ideas requiring attribution, with few or no minor errors	Uses citations for ideas requiring attribution, with consistent minor errors	Uses citations for ideas requiring attribution, with major errors	Does not use citations for ideas requiring attribution	5
Total:					100%



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