

LEADERSHIP & ORGANIZATIONAL BEHAVIOR

BUS520



ASSIGNMENT 2

PROFESSIONAL DEVELOPMENT PROGRAM PROPOSAL

Due Week 6, worth 175 points

As an MBA and leader, you must be able to present your management plans and leadership strategies to inform stakeholders and gain buy-in. For this assignment, you'll practice this by developing a proposal for a professional development training program. The program centers on motivational strategies and how an emotional intelligence management approach would benefit department managers.

PREPARATION

Continue with the same organization you selected in Assignment 1. Imagine that the CEO has charged you, the task force leader, with researching emotional intelligence (EI) in order to propose a professional development program.

Your proposal should detail how a new incentive program, based on an EI management approach, will foster teamwork, strengthen interpersonal relationships, enhance communication, and increase overall performance. You need to help the CEO gain approval for this initiative. Your program's proposal must include supporting research concerning how motivational strategies enhance job satisfaction and team output.

Prepare for this assignment by identifying the resources you'll use to create your proposal. You will need to provide at least two quality resources such as the course textbook, company website, business websites (CNBC, Bloomberg, etc.), resources from the Strayer Library, and/or outside sources.

Note: Wikipedia and web-based blogs do not qualify as credible resources.

INSTRUCTIONS

Create a proposal (five to seven pages recommended) that includes the following components:

1. EI and Motivation

Which of the EI building blocks would impact management's ability to enhance employee performance and job satisfaction? Based on your research on motivational theory, describe how your task force would utilize positive or negative reinforcement to influence the members of the organization and resolve the issue. Provide examples to support your solution.

2. EI and Social Skills and Decision Making

Explain how the core concepts of emotional intelligence would enhance the social skills and the decision-making efficacy of the management team.

3. Effective Teams

Describe the core attributes of an effective team and the strategies you would implement to develop team dynamics that will benefit the organization.

4. Reward Systems

Create an effective reward system for this organization. Determine the strategies you would incorporate to motivate your employees and influence behavior.

5. Executive Summary

Prepare a one-page executive summary that you will present to the CEO in an upcoming executive meeting. **Note:** An executive summary is a condensed version of your full report. It should summarize briefly all the main points in concise paragraphs. It should be written clearly and should use language appropriate for the audience.

This course requires use of **Strayer Writing Standards (SWS)**. The format is different than other Strayer University courses. Please take a moment to review SWS documentation for details.

*Grading for this assignment will be based on the following criteria and evaluation standards:

POINTS: 175		ASSIGNMENT 2: PROFESSIONAL DEVELOPMENT PROGRAM PROPOSAL			
Criteria	Unacceptable Below 70% F	Fair 70-79% C	Proficient 80-89% B	Exemplary 90-100% A	
1. EI and Motivation Weight: 20%	The description does not address how motivation and reinforcement would be used to influence members of the organization to resolve the issue. Examples are not provided.	Partially describes how motivation and reinforcement would be used to influence members of the organization to resolve the issue. Makes loose connections between theory and solution. Examples do not fully support solution.	Satisfactorily describes how motivation and reinforcement would be used to influence members of the organization to resolve the issue. Makes logical connections between theory and solution. Examples support solution.	Fully describes how motivation and reinforcement would be used to influence members of the organization to resolve the issue. Draws compelling, logical connections between theory and solution. Examples are strong and support solution.	

<p>2. EI and Social Skills and Decision Making</p> <p>Weight: 20%</p>	<p>The description does not explain how the core concepts of emotional intelligence would enhance the social skills and the decision-making efficacy of the management team.</p>	<p>Partially explains how core concepts of emotional intelligence would enhance the social skills and the decision-making efficacy of the management team. Loose connections are made to support the relationship between EI and management's skills. Application of research is minimal.</p>	<p>Satisfactorily describes how motivation and reinforcement would be used to influence members of the organization to resolve the issue. Makes logical connections between theory and solution. Examples support solution.</p>	<p>Fully describes how motivation and reinforcement would be used to influence members of the organization to resolve the issue. Draws compelling, logical connections between theory and solution. Examples are strong and support solution.</p>
<p>3. Effective Teams</p> <p>Weight: 20%</p>	<p>Does not describe the core attributes of an effective team or strategies to develop team dynamics. Benefits to organization are not presented.</p>	<p>Partially describes the core attributes of an effective team. Strategies to develop team dynamics lack details and source support or are not fully articulated. Benefits to the organization are unclear.</p>	<p>Satisfactorily describes the core attributes of an effective team. Strategies to develop team dynamics are articulated. Benefits to the organization are stated. Additional details and source support would improve the description.</p>	<p>Completely describes the core attributes of an effective team. Strategies to develop team dynamics are strongly articulated and detailed. Benefits to the organization are logical and well supported.</p>

<p>4. Reward Systems</p> <p>Weight: 20%</p>	<p>Did not create an effective reward system or determine strategies to motivate employees to influence behavior.</p>	<p>Partially creates an effective reward system and articulates some motivational strategies. Supporting details are given but could be expanded to describe how behavior would be influenced. Application of research is minimal.</p>	<p>Creates an effective reward system and provides motivational strategies. Details and source material support how behavior would be influenced.</p>	<p>Creates an effective reward system and articulates well-thought-out strategies to motivate employees to influence behavior. The connection between strategy and influence is strong and supported by source material.</p>
<p>5. Executive Summary</p> <p>Weight: 10%</p>	<p>Did not prepare a one-page executive summary.</p>	<p>Prepares a partial executive summary. The issue and problem are not clearly stated and the main points are not summarized. Paragraphs are not short or concise. Language could be more appropriate for the audience.</p>	<p>Satisfactorily prepares an executive summary. The issue and problem are stated and most of the main points are summarized. Paragraphs could be more concise. Language is appropriate for the audience.</p>	<p>Prepares an exemplary executive summary. The issue and problem are clearly stated. All of the main points are summarized. Paragraphs are short and concise, providing the right amount of detail. Language is ideal for the audience.</p>

6. Write Professionally Using Quality Resources

Writing does not meet minimum standards. Tone is not professional. Communication is wholly lacking in logic, clarity, and/or consistent formatting. Contains many spelling, mechanical, formatting, citation, and/or grammatical errors.

Writing is satisfactory. Professional tone is developing. Shows moderate logic, clarity, and/or consistent formatting. May contain more than a few spelling, grammar, mechanical, formatting, or citation errors.

Writing could be improved, but meets acceptable standards. Tone is professional. Shows logic, clarity, and consistent formatting. May contain few or no spelling, mechanical, and/or grammatical errors. There may be minor formatting or citation errors.

Meets the number of required references; all references are high-quality choices.

Writing is excellent. Tone is professional and sophisticated. Shows logic, clarity, and consistent formatting. Contains no spelling, mechanical, or grammatical errors. Is free of formatting and citation errors.

Exceeds number of required references; all references are high-quality choices.