

MGMT 436: Common Assessment

Scenario: Suppose your employer has been going through many challenges this past eighteen months due to the recent financial crises. There have been major cuts throughout the company, which has impacted employee turnover (it's increasing), software applications being used are outdated, stress is increasing for those employees who have remained with the company, and morale is at the lowest point ever for the company. The remaining executives are planning to do a re-organization of the jobs and responsibilities throughout the company. However, each time the executives want to implement the change, another batch of employees resigns. Try to understand and analyze what the executive leaders must do. Present your findings as a 3-5 page report in a Word document formatted in APA style, with 3-5 sources.

- I. Paragraph 1: Introduction: Provide a brief overview of what will be covered in the paper.
- II. Paragraph 2: Provide background information of case (discuss scenario, which will demonstrate your understanding of the case).
- III. Paragraph 3: What OD Process Skills will you use to identify potential solutions to the problems identified in the scenario? List and describe how you will use 3-5 OD Process Skills (see below OD Process Skills examples).
- IV. Paragraph 4-5: Change Strategies Analysis
 - a. Short-term change strategies: what changes need to be made in the near-term to address the issues identified in the scenario?
 - b. Long-Term Change strategies: what changes need to be made in the long-term to address the issues identified in the scenario?
- V. Paragraph 6: Conclusion: Review what you covered in your paper.

OD Process Skills:
Clarifying and summarizing
Synthesizing and generalizing
Probing and questioning
Listening
Reflecting Feelings
Providing support, coaching and counseling
Modeling
Setting the agenda
Feeding back observations
Structural suggestions