

OL 328 Final Project Guidelines and Rubric

Overview

For your final project, you will submit an essay in which you reflect on the Five Practices of Exemplary Leadership and how they apply to real-life situations. Throughout the course, you will develop a leadership development action plan to outline how you will use the five practices to improve the three areas of leadership you will identify in Module One. In Modules Three and Five, you will complete milestone assignments that will help you assemble your final deliverable in Module Seven. These milestone assignments are short papers that will summarize the progress you have made on your leadership development action plan. In Module Seven, you will complete a reflective essay that will allow you to put into practice the Five Practices of Exemplary Leadership as well as the leadership theories and approaches covered in the course. Note that the milestone assignments do not specifically address the last of the five practices (Encourage the Heart), but you will do so as part of the final project.

In this assignment, you will demonstrate your mastery of the following course outcomes:

- Assess leadership skills and abilities that apply to interpersonal and intra-organizational situations and effectively influence workplace dynamics
- Evaluate leadership decision-making strategies for their effectiveness on the achievement of organizational goals
- Analyze various leadership theories and approaches for their ability to enhance organizational effectiveness to improve sustainability
- Explain the influence of international and cultural differences on leadership strategies and organizational dynamics in fostering shared visions and purposes

Prompt

You have learned about each of the Five Practices of Exemplary Leadership and, on a weekly basis, have developed a leadership development action plan to improve selected leadership areas. Through the milestone assignments, you have analyzed how you will use the leadership practices to assist with the process of improving your selected areas. Using your milestone submissions, your textbook, your course resources and discussion posts, and your leadership development action plan, address the following critical elements:

- Describe the **concept behind each of the five practices** with supporting evidence.
- **Apply each of the five practices** to an organization of your choice.
 - Identify an organization you are currently a leader of or would like to be a leader of in the future.
 - Identify how many employees you are leading or would feel comfortable leading in the future.
 - Reflect upon your acquired knowledge of the five practices and write about how the concepts you have learned might be used in the organization you selected with the quantity of employees you selected.
- Select two **leadership theories** or approaches you learned about in Modules Two through Six and describe how you will **apply** those theories (with supporting evidence) to the three leadership areas of improvement you selected in Module One.

Milestones

Milestone One: Model the Way and Inspire a Shared Vision

In **Module Three**, you will submit a short paper that discusses these two Practices of Exemplary Leadership: Model the Way and Inspire a Shared Vision. **This milestone will be graded with the Milestone One Rubric.**

Milestone Two: Challenge the Process and Enable Others to Act

In **Module Five**, you will submit a short paper that discusses these two Practices of Exemplary Leadership: Challenge the Process and Enable Others to Act. **This milestone will be graded with the Milestone Two Rubric.**

Final Submission: Reflection on the Five Practices of Exemplary Leadership

In **Module Seven**, you will submit an essay in which you reflect on the Five Practices of Exemplary Leadership. It should be a complete, polished artifact containing **all** of the critical elements of the final product. It should reflect the incorporation of feedback gained throughout the course. **This submission will be graded with the Final Project Rubric.**

Final Project Rubric

Guidelines for Submission: Your final paper should be four to six pages in length (in addition to the cover page and references). It should use 12-point Times New Roman font, double spacing, and one-inch margins. Citations should be formatted according to APA style.

Instructor Feedback: This activity uses an integrated rubric in Blackboard. Students can view instructor feedback in the Grade Center. For more information, review [these instructions](#).

Critical Elements	Exemplary (100%)	Proficient (85%)	Needs Improvement (55%)	Not Evident (0%)	Value
Concept Behind Each of the Five Practices	Meets "Proficient" criteria, and description demonstrates informed understanding of the five practices	Accurately describes the concept behind each of the five practices with supporting evidence	Describes the concept behind each of the five practices and provides support but does not describe with accuracy or does not provide supporting evidence	Does not describe the concept behind each of the five practices	20
Application of the Five Practices	Meets "Proficient" criteria, and analysis demonstrates keen insight into the relationship between the concepts and the application of the concepts to an organization	Accurately applies each of the five practices to a chosen organization	Applies the five practices to a chosen organization, but the application is incorrect	Does not apply the five practices to a chosen organization	30

Leadership Theories	Meets "Proficient" criteria and provides keen insight into how the leadership theories can be applied to areas that need improvement	Selects two leadership theories, describes how they can be applied to the three identified leadership areas, and provides supporting evidence	Selects two leadership theories but does not apply them to the leadership areas or does not provide supporting evidence	Does not select two leadership theories or describe how they can be applied to the three identified leadership areas	30
Articulation of Response	Submission is free of errors related to citations, grammar, spelling, syntax, and organization and is presented in a professional and easy to read format	Submission has no major errors related to citations, grammar, spelling, syntax, or organization	Submission has major errors related to citations, grammar, spelling, syntax, or organization that negatively impact readability and articulation of main ideas	Submission has critical errors related to citations, grammar, spelling, syntax, or organization that prevent understanding of ideas	20
Earned Total					100%