

## OL 675: Organizational Analysis & Design Plan

### Overview

The final project for this course is the creation of an organizational analysis and design plan for an organizational concern or behavioral challenge that is critical to you or your organization. Assume that you are the person in charge—the one with the power to make the changes or making the presentation to the executive board. This is the core purpose of this entire course. Place the amount of effort you feel necessary that can truly make an impact in your organization.

Based on the knowledge obtained in this course and previous course work, you examine what are the new contexts you can create to inspire changes. Make sure to include topics discussed throughout this course.

### Main Elements

Your final paper will have these main elements:

- Title page with the company name, student's name, course name and number, instructor's name and date.
- Abstract
- Introduction
  1. Background: company profile and history of the related issue
  2. Identification of the ethical dilemma: highlight key points of the case including challenges and dilemmas
    - Define the organizational context from a management perspective
    - Define the organizational context from a leadership perspective
- Analysis: discuss the problems and leader's/company's strategy
- Recommendation: offer alternative solutions via plan of action (include your role moving forward)
  - Action plan with respective theories in ethics and leadership
    - Action that needs to be taken (make sure these are tangible actions, and not pure theory) and their ethical considerations. See if you can get your management to help with implementation.
    - Action Plan (also provide a timeline—there can be some long term items; must have short term tasks within the next 30 days) including resources required.
    - Measurements (how will you establish return on investment, return on people, organizational health such as retention and absenteeism)
    - Repeat this as needed for each recommendation
- Reference page: Minimum of three scholarly resources from the library and from within the last ten years
- Appendix: Interview notes, if any



## Format

### Milestone One: Problem Definition

In **1-2 Final Project**, you will submit a concise but specific description of a behavioral challenge in your organization. This submission is for instructor feedback and not graded separately. It will affect your project grade under the Milestone Submission critical element.

### Milestone Two: Submit Organizational Analysis and Design Plan

In **9-3 Final Project**, you will submit your Organizational Analysis and Design Plan. It should be a complete, polished artifact containing **all** of the main elements of the final product. It should reflect the incorporation of feedback gained throughout the course. Your paper should be 8–10 pages in length, not including cover page and references. All references must be in APA format. This milestone will be graded using the Rubric on the following page.

## Rubric

**Requirements of submission:** Written components of projects must follow these formatting guidelines when applicable: 8–10 pages, double spacing, 12-point Times New Roman font, one-inch margins, and discipline-appropriate citations.

Critical Elements	Exemplary (100%)	Proficient (90%)	Needs Improvement (70%)	Not Evident (0%)	Value
<b>Main Elements</b>	Includes almost all of the main elements and requirements and cites multiple examples to illustrate each element	Includes most of the main elements and requirements and cites many examples to illustrate each element	Includes some of the main elements and requirements	Does not include any of the main elements and requirements	25
<b>Inquiry and Analysis</b>	Explores multiple issues through extensive collection and in-depth analysis of evidence to make informed conclusions	Explores some issues through collection and in-depth analysis of evidence to make informed conclusions	Explores minimal issues through collection and analysis of evidence to make informed conclusions	Does not explore issues through collection and analysis of evidence and does not make informed conclusions	20
<b>Milestone submission and incorporation of feedback</b>	Meets Needs Improvement requirements and addresses all instructor feedback through incorporation or clarifying questions/dialogue with instructor	Meets Needs Improvement requirements and incorporates some of the instructor's feedback throughout the progression of the project	Student completes and submits all milestones by the due date	Student submits incomplete milestones or does not submit by the due date	10
<b>Critical Thinking</b>	Demonstrates comprehensive exploration of issues and ideas before accepting or forming an opinion or conclusion	Demonstrates moderate exploration of issues and ideas before accepting or forming an opinion or conclusion	Demonstrates minimal exploration of issues and ideas before accepting or forming an opinion or conclusion	Does not demonstrate exploration of issues and ideas before accepting or forming an opinion or conclusion	20
<b>Research</b>	Incorporates many scholarly resources effectively that reflect depth and breadth of research	Incorporates some scholarly resources effectively that reflect depth and breadth of research	Incorporates very few scholarly resources that reflect depth and breadth of research	Does not incorporate scholarly resources that reflect depth and breadth of research	15
<b>Writing (Mechanics/Citations)</b>	No errors related to organization, grammar and style, and citations	Minor errors related to organization, grammar and style, and citations	Some errors related to organization, grammar and style, and citations	Major errors related to organization, grammar and style, and citations	10
<b>Earned Total</b>					<b>100%</b>