

OL 663 Module Two Journal Guidelines and Rubric

In our text *Our Iceberg Is Melting*, Kotter provides a story-based scenario of a situation needing a change intervention. Review the reading from our text and state how Kotter’s last four steps (5 through 8) were applied in the story (2 paragraphs), and then reflect on an organizational change effort that you are familiar with from the past (you can use the same organizational change effort you used for Module One) using Kotter’s last four steps (5 through 8) to diagnose the strengths and weaknesses of the change effort.

Make sure to include what was done well, what was done poorly, and what was lacking in the change effort (2 paragraphs). The journal assignment should be a total of 4 paragraphs. Journals are private between the student and the instructor.

Guidelines for Submission: Submit assignment as a Word document with double spacing, 12-point Times New Roman font, and one-inch margins.

| Critical Elements | Exemplary (100%) | Proficient (90%) | Needs Improvement (70%) | Not Evident (0%) | Value |
|-----------------------------|--|--|---|---|--------------|
| Analysis | Analyzes and clearly states how Kotter’s steps (5-8) were applied in the story | Analyzes and states how Kotter’s steps (5-8) were applied in the story | Analyzes and states how some of Kotter’s steps (5-8) were applied in the story | Does not analyze or state how Kotter’s steps (5-8) were applied in the story | 25 |
| Evidence | Clearly provides evidence of being able to lead a change effort | Provides evidence of being able to lead a change effort | Provides some evidence of being able to lead a change effort | Does not provide evidence of being able to lead a change effort | 25 |
| Critical Reflections | Clearly identifies strengths and weaknesses of what was done well, what was done poorly, and what was lacking in the change effort | Identifies strengths and weaknesses of what was done well, what was done poorly, and what was lacking in the change effort | Identifies some strengths and weaknesses of what was done well, what was done poorly, and what was lacking in the change effort | Does not identify strengths and weaknesses of what was done well, what was done poorly, and what was lacking in the change effort | 30 |
| Writing (Mechanics) | Journal is easily understood, clear, concise, and error free | Journal is understandable, with few errors | Journal is understandable but has many errors | Journal is not understandable | 20 |
| Total | | | | | 100% |