

MBA 550 Final Project Part II Guidelines and Rubric

Final Project Part II Overview

MBA 550 has two final projects: Final Project Part I, due in **Module Three**, and Final Project Part II, due in **Module Nine**. The course has a milestone assignment in each of the following modules: **Two, Four, Five, and Seven**. You will select a corporate or organizational leader who could be a personal role model. The professional self-assessment taken during the course will be the lens through which you will select this leader. You will research the leader's professional career track, management and leadership styles, team-building skills, organizational vision and culture, and problem-solving and conflict-management abilities. You will then compare aspects of your own leadership style to the leadership style of the person you selected.

In the milestone research and writing process leading to Final Project Part II, you completed a thorough analysis of your leadership traits through the StrengthsFinder results and compared these results with the cognitive factors associated with leadership effectiveness. You explained how leadership strengths and traits contributed to the effectiveness of an organization. You also evaluated teams and organizational structure in the actions of your chosen leader with his or her organization and executive team, and evaluated best practices with teams used by the leader. You reviewed your chosen leader's organizational vision and how your leader developed the organization's strategic plan, and methods not employed by the leader in the planning process. You analyzed evidence of your leader's personal, political, and positional power, assessing how the leader used that power to structure the organization, thus creating culture. You reviewed your own knowledge, skills, and abilities related to problem-solving and your chosen leader's problem-solving abilities. You evaluated methods and strategies used by the leader and explained which tools, methods, and strategies you would use/emulate and which you would avoid. You reviewed your own conflict management and negotiation skills and analyzed your leader's skills related to conflict management and negotiation. You analyzed which of techniques of the chosen leader you would use/emulate and how they would help you. In Final Project Part II, you will finalize and submit a paper or presentation comprises all the milestone submissions with edits based on instructor feedback, and develop a conclusion of your findings. You will base the conclusion on the results of your self-assessment and your research on your selected leader. You will address how you may continue to improve and build upon your leadership skills and areas for development. Refer to the Final Project Part II Rubric (below) for submission guidelines.

Final Project Part II addresses the following course outcomes:

- Analyze results of professional self-assessment tools for informing personal appreciation of leadership skills and areas of professional development
- Evaluate best practices for planning and staffing in intrapreneurship and entrepreneurship environments for organizing teams by functions
- Recommend strategic planning methods that motivate individuals and teams to align with organizational visions
- Analyze elements of personal, political, and positional power as tools for effecting change in organizational culture
- Determine appropriate tools, methods, or strategies for organizational problem-solving and decision-making in leadership and management contexts
- Select appropriate conflict management and negotiation skills for effectively communicating and resolving organizational behavioral disputes

Final Project Part II Prompt

Your Final Project Part II paper/presentation should answer the following prompt: Finalize and submit a paper or presentation comprising all the knowledge and material gained from the three milestone submissions with edits based on instructor feedback, and develop a conclusion for your findings. You will base the conclusion on the results of your self-assessment and your research on your selected leader. You will address how you may continue to improve and build upon your leadership skills and areas for development.

Specifically, the following **critical elements** must be addressed:

I. Teams

- A. Assess how the leader structured the **organization**, describing the best practices for planning and staffing he or she employed to organize teams.
- B. In other words, what leadership or management style did the leader use to organize teams by function?
- C. Assess how the leader organized his or her **executive team**, describing the best practices for planning and staffing that he or she employed in organizing the executive team. Consider questions such as these in your response: How did the leader use personal power to develop the executive team? Whom did the leader surround herself/himself with? Did the leader consider specific skill sets, functions, or roles in the organization of the executive team?
- D. Evaluate the **best practices** used by the leader to structure the organization and develop the executive team. Consider questions such as these in your evaluation: How did these best practices develop and improve the organization? How did the best practices influence the organization's culture and retain top talent?

II. Organizational Vision

- A. How did the leader develop the **strategic plan** for the organization? Was it written by the leader, a team, or a consultant, for example?
- B. What was the leader's organizational **vision**? What strategies did the leader use to motivate individuals and teams to align with the vision?
- C. Recommend strategic planning **methods** not employed by the leader that could be used to motivate individuals and teams to align with the vision. Why would these methods be effective? In other words, what alternative strategic planning methods could the leader have used, and why?

III. Organizational Culture

- A. Analyze the evidence of personal, political, and positional **power** in the leadership style and background of your selected leader.
- B. Assess how the leader **structured** organizational culture using personal, political, and positional power. Consider questions such as these in your response: How did the leader involve employees in the organizational culture? Was there a focus on employee engagement to retain top talent?
- C. How did the leader's use of power as a tool **effect change** in the organization?

IV. Problem-Solving

- A. Based on the results of your professional **self-assessment**, what skills, abilities, and knowledge related to problem-solving and decision-making do you possess?

- B. Analyze the **leader's** problem-solving and decision-making skills and abilities. Support your analysis with the tools, methods, or strategies he or she used to solve problems and make decisions.
- C. What **tools**, methods, or strategies for problem-solving and decision-making does your leader use that you want to emulate? What tools, methods, or strategies for problem-solving does your leader use that you would like to avoid? Explain your response.

V. Conflict Management

- A. Based on the results of your professional **self-assessment**, what skills, abilities, and knowledge related to conflict management and negotiation do you possess?
- B. Analyze the **leader's** conflict management and negotiation techniques and skills. How did the leader use these techniques to effectively communicate and resolve disputes? Support your response with specific examples from the leader's career track.
- C. What **techniques** or skills for conflict management and negotiation does your leader use that you want to emulate? If you emulate these techniques or skills, how will they help you to communicate effectively and resolve organizational behavioral disputes?

VI. Conclusion

Based on the results of your self-assessment and your research on your selected leader, how may you continue to improve and build upon your leadership skills and areas for development?

Final Project Part II Rubric

Guidelines for Submission: Your professional leadership profile may be submitted as a paper or a presentation. If you choose to submit a paper, it should adhere to the following formatting requirements: 15-20 pages, double-spaced, using 12-point Times New Roman font and one-inch margins. If you choose to submit a presentation, it should adhere to the following formatting requirements: 20-24 slides, with speaker notes or voice recording. Possible presentation tools include PowerPoint or Prezi. Whether you submit a paper or a presentation, you should have a minimum of five scholarly references. Use current APA-style guidelines for your citations and reference list.

Critical Elements	Exemplary (100%)	Proficient (90%)	Needs Improvement (70%)	Not Evident (0%)	Value
Teams: Organization	Meets "Proficient" criteria, and response demonstrates keen insight into best practices for planning and staffing in intrapreneurship and entrepreneurship environments	Comprehensively assesses how leader structured organization, describing best practices for planning and staffing employed to organize teams	Assesses how leader structured organization, but assessment is cursory or inaccurate or does not describe best practices for planning and staffing employed to organize teams	Does not assess how leader structured organization	6
Teams: Executive Team	Meets "Proficient" criteria, and response demonstrates keen insight into best practices for planning and staffing in intrapreneurship and entrepreneurship environments	Comprehensively assesses how leader organized executive team, describing best practices for planning and staffing employed in organizing executive team	Assesses how leader organized executive team, but assessment is cursory or inaccurate or does not describe best practices for planning and staffing employed in organizing executive team	Does not assess how leader organized executive team	6

Teams: Best Practices	Meets “Proficient” criteria, and response demonstrates keen insight into best practices for planning and staffing in intrapreneurship and entrepreneurship environments	Accurately evaluates best practices used by leader to structure organization and develop executive team	Evaluates best practices used by leader to structure organization and develop executive team, but with gaps in accuracy or detail	Does not evaluate best practices used by leader to structure organization and develop executive team	6
Organizational Vision: Strategic Plan	Meets “Proficient” criteria, and explanation demonstrates keen insight into strategic planning methods	Clearly explains how leader developed strategic plan for organization	Explains how leader developed strategic plan for organization, but with gaps in clarity or detail	Does not explain how leader developed strategic plan for organization	6
Organizational Vision: Vision	Meets “Proficient” criteria, and description demonstrates nuanced understanding of relationship between organizational vision and strategies for motivating individuals and teams to align with vision	Clearly describes leader’s organizational vision and the strategies used by leader to motivate individuals and teams to align with vision	Describes leader’s organizational vision and how leader motivated individuals and teams to align with vision, but with gaps in clarity or detail	Does not describe leader’s organizational vision and how leader motivated individuals and teams to align with vision	6
Organizational Vision: Methods	Meets “Proficient” criteria, and response demonstrates nuanced understanding of relationship between organizational vision and strategies for motivating individuals and teams to align with vision	Recommends and justifies appropriate, effective strategic planning methods not employed by leader that could be used to motivate individuals and teams to align with vision	Recommends and justifies strategic planning methods not employed by leader that could be used to motivate individuals and teams to align with vision, but recommendations are not appropriate or effective for the situation	Does not recommend and justify strategic planning methods	6
Organizational Culture: Power	Meets “Proficient” criteria, and analysis demonstrates keen insight into use of personal, political, and positional power	Accurately analyzes evidence of personal, political, and positional power in leadership style and background of selected leader	Analyzes evidence of personal, political, and positional power in leadership style and background of selected leader, but with gaps in accuracy or detail	Does not analyze evidence of personal, political, and positional power in leadership style and background of selected leader	6
Organizational Culture: Structured	Meets “Proficient” criteria, and assessment demonstrates nuanced understanding of use of power to structure organizational culture	Comprehensively assesses how leader structured organizational culture using personal, political, and positional power	Assesses how leader structured organizational culture, but assessment is cursory or inaccurate	Does not assess how leader structured organizational culture	6

Organizational Culture: Effect Change	Meets “Proficient” criteria, and explanation demonstrates nuanced understanding of use of power to effect change in organizational culture	Clearly explains how the leader used power as a tool to effect change in the organization	Explains how the leader used power as a tool to effect change in the organization, but with gaps in clarity or detail	Does not explain how the leader used power as a tool to effect change in the organization	6
Problem-Solving: Self- Assessment	Meets “Proficient” criteria, and description demonstrates keen insight into problem-solving and decision-making skills, abilities, and knowledge	Clearly describes skills, abilities, and knowledge related to problem-solving and decision-making, based on results of self-assessment	Describes skills, abilities, and knowledge related to problem-solving and decision-making, but description is not based on self-assessment or lacks clarity or detail	Does not describe skills, abilities, and knowledge related to problem-solving and decision-making	6
Problem-Solving: Leader	Meets “Proficient” criteria, and analysis demonstrates nuanced understanding of tools, methods, or strategies used to solve problems and make decisions	Accurately analyzes leader’s problem-solving and decision-making skills and abilities, supporting analysis with tools, methods, or strategies leader used to solve problems and make decisions	Analyzes leader’s problem-solving and decision-making skills and abilities, but with gaps in accuracy, detail, or support	Does not analyze leader’s problem-solving and decision-making skills and abilities	6
Problem-Solving: Tools	Meets “Proficient” criteria, and response demonstrates nuanced understanding of tools, methods, or strategies used to solve problems and make decisions	Determines and clearly explains appropriate tools, methods, or strategies used by leader to both emulate and avoid	Determines and explains tools, methods, or strategies used by leader to both emulate and avoid, but tools, methods, or strategies are not appropriate or explanation lacks clarity or detail	Does not determine or explain tools, methods, or strategies used by leader to both emulate and avoid	6
Conflict Management: Self- Assessment	Meets “Proficient” criteria, and description demonstrates keen insight into conflict management and negotiation skills, abilities, and knowledge	Clearly describes skills, abilities, and knowledge related to conflict management and negotiation, based on results of self-assessment	Describes skills, abilities, and knowledge related to conflict management and negotiation, but description is not based on self-assessment or lacks clarity or detail	Does not describe skills, abilities, and knowledge related to conflict management and negotiation	6
Conflict Management: Leader	Meets “Proficient” criteria, and analysis demonstrates nuanced understanding of relationship between conflict management and negotiation techniques and skills and positive outcomes to conflict	Accurately analyzes leader’s conflict management and negotiation techniques and skills and explains how leader used techniques and skills to effectively communicate and resolve disputes, supporting response with specific examples from leader’s career track	Analyzes leader’s conflict management and negotiation techniques and skills, and explains how leader used techniques and skills to effectively communicate and resolve disputes, but with gaps in accuracy, detail, or support	Does not analyze leader’s conflict management and negotiation techniques and skills, or does not explain how leader used techniques and skills to effectively communicate and resolve disputes	6

Conflict Management: Techniques	Meets “Proficient” criteria, and analysis demonstrates nuanced understanding of relationship between conflict management and negotiation techniques and skills and positive outcomes to conflict	Selects appropriate techniques or skills for conflict management and negotiation used by leader to emulate, and clearly explains how techniques or skills will aid in effective communication and resolution of organizational behavioral disputes	Selects techniques or skills for conflict management and negotiation used by leader to emulate and explains how techniques or skills will aid in effective communication and resolution of organizational behavioral disputes, but selection is not appropriate or explanation lacks clarity or detail	Does not select techniques or skills for conflict management and negotiation used by leader to emulate	6
Conclusion	Meets “Proficient” criteria, and explanation demonstrates keen insight into strengths and areas for development	Clearly explains how to improve and build upon own leadership skills and areas for development, based on results of self-assessment and research on selected leader	Explains how to improve and build upon own leadership skills and areas for development, but explanation is not based on self-assessment or research or lacks clarity or detail	Does not explain how to improve and build upon own leadership skills and areas for development	5
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	5
Total					100%