

# NJP1 – NJP1 TASK 1

CHANGE MANAGEMENT – C721

PRFA – NJP1

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## EVALUATION REPORT – ATTEMPT 1 – REVISION NEEDED

### Overall Evaluator Comments

#### EVALUATOR COMMENTS

You did a great job of explaining decision-making and techniques as the main differences between a learning and traditional organization. You also did a good job of justifying the evolution quadrant of Balogun and Hope-Hailey's model focusing on giving companies a chance to adjust their environment to replace old approaches and cultures with new and improved ones. There are a few aspects that need further support to be complete. Please review these aspects and the feedback provided and update accordingly.

### A. NEED FOR CHANGE

**Competent** The discussion accurately describes the need for change for the company in the scenario using either the systems contingency model or the organizational life cycle model.

There are no comments for this aspect.

### B. ORGANIZATION DIFFERENCES

**Competent** The description accurately identifies differences between a learning organization and a traditional organization.

There are no comments for this aspect.

### B1. WOOLNER'S 5 STAGES

**Competent** The identified stage of Woolner's 5-stage model is accurate for the company from the scenario.

There are no comments for this aspect.

## B1A. WOOLNER'S STAGE EXPLANATION

**Competent** The explanation logically discusses why the Woolner stage identified in part B accurately describes the current stage of the company from the scenario.

There are no comments for this aspect.

## B2. SENGE'S 5 DISCIPLINES

**Approaching Competence** The explanation does not accurately identify each of Senge's 5 disciplines, or the explanation does not logically discuss how the company would use each of Senge's 5 disciplines to become a learning organization.

### EVALUATOR COMMENTS: ATTEMPT 1

Senge's five disciplines are clearly identified and briefly explained in the paper. Further support is needed focusing specifically on the company. Please sufficiently explain how the company would use each discipline to become a learning organization.

## C. END RESULT AND NATURE OF CHANGE

**Competent** The end result and nature of change are each correctly identified using Balogun and Hope-Hailey's model.

There are no comments for this aspect.

## C1. EXPLANATION OF END RESULT AND NATURE OF CHANGE

**Competent** The explanation logically discusses why both the end result and nature of change identified in part C would be appropriate for the company in the scenario using Balogun and Hope-Hailey's model.

There are no comments for this aspect.

## D. ACTION RESEARCH MODEL

**Approaching Competence** The discussion of 4 steps of the action research model does not logically describe how each step could be applied to the change process for the company in the scenario.

EVALUATOR COMMENTS: ATTEMPT 1

Identifying the problem and collecting data are sufficiently supported as action research model steps. Further support is needed for the other two focusing specifically on the company. Please sufficiently explain how each step could be applied to the company's change process.

## E. INNOVATION STRATEGIES

**Approaching Competence** The 2 innovation strategies recommended includes one or more innovation strategies that are illogical or inappropriate for transitioning the company in the scenario from a traditional organization to a learning organization.

EVALUATOR COMMENTS: ATTEMPT 1

Investing in technology and employee participation are clearly identified as innovation strategies. These are more along the lines of tactics or goals and not specific innovation strategies. Please identify two appropriate and specific innovation strategies.

## E1. EXPLANATION OF INNOVATION STRATEGIES

**Approaching Competence** The explanation does not logically discuss how an innovation strategy would be used by management in the company's change process, or the explanation does not discuss an innovation strategy recommended in part E.

EVALUATOR COMMENTS: ATTEMPT 1

Once two appropriate innovation strategies are clearly identified, please choose one and sufficiently explain how this would be used by management in the company's change process.

## F. KOTTER'S 8-STEP MODEL

**Competent** The discussion accurately identifies 4 steps of Kotter's 8-step model and logically describes how each step could be applied to the change process for the company in the scenario.

There are no comments for this aspect.

## G. FIVE PILLARS OF SUSTAINABLE CHANGE

**Competent** The explanation logically discusses how each of the five pillars of sustainable change could be applied to sustain the learning organization environment of the company in the scenario.

There are no comments for this aspect.

## H. SOURCES

**Competent** The submission includes in-text citations for sources that are properly quoted, paraphrased, or summarized and a reference list that accurately identifies the author, date, title, and source location as available.

There are no comments for this aspect.

## I. PROFESSIONAL COMMUNICATION

**Competent** Content reflects attention to detail, is organized, and focuses on the main ideas as prescribed in the task or chosen by the candidate. Terminology is pertinent, is used correctly, and effectively conveys the intended meaning. Mechanics, usage, and grammar promote accurate interpretation and understanding.

There are no comments for this aspect.