

Title M4A1 Change Management Simulation: Power and Influence

For this assignment you will be completing the second part of the change management simulation.

Part II: Executing your Strategy

In this section, you will discuss the decision-making strategy you used throughout the simulation. Address the following:

What occurrences and incidents impacted your decision?

What adjustments did you have to make to your strategy?

When did your strategy succeed and when did it fail?

How did you adapt and what was the impact?

What criteria did you use to make adjustments?

Compare and contrast the decisions you made in the simulation to the decisions you made for the organization you chose in Module 1. How did making a decision alter your strategy? How was this experience similar to the research you have conducted and experiences you have had in the real world?

Your assignment should be 3 to 4 pages in length and be formatted following APA guidelines.

Harvard Business Publishing for Educators

	Unacceptable	Minimally Responsive	Satisfactory	Exemplary	Weight
Reflection and Conclusion about Team Effectiveness	There is no reflection on the decision-making strategy. The reflection reveals little to no understanding of decision making in the change management process.	Reflection on the decision-making strategy discusses only 1) factors influencing decisions; 2) adjustments to strategies; 3) successes and failures; 4) adaptations and impacts of them; OR 5) criteria for making adjustments; or the discussion of all are vague. The reflection reveals some major gaps in understanding of decision making in the change management process.	Reflection on the decision-making strategy are done so constructively, discussing 1) factors influencing decisions; 2) adjustments to strategies; 3) successes and failures; 4) adaptations and impacts of them; and 5) criteria for making adjustments. Examples from the simulation and charter generally illustrate points, though more details would have strengthened this connection. The reflection demonstrates a general understanding of decision making in the change management process.	Reflection and conclusions on the decision-making strategy are done so constructively, discussing 1) factors influencing decisions; 2) adjustments to strategies; 3) successes and failures; 4) adaptations and impacts of them; and 5) criteria for making adjustments. Specific examples from the simulation and charter were utilized clearly and appropriately to illustrate points. This reflection evidences deep understanding of decision making in the change management process	
Score	0	24	32	40	/40
Analysis of Concepts (Compare and Contrast)	Neither decisions made in the simulation nor ones made for the organization in Module 1 are	Decisions made are described, but done so vaguely. Major details that distinguish between decisions made in the	Decisions made in the simulation and ones made for the organization in Module 1 are accurately described, compared	Decisions made in the simulation and ones made for the organization in Module 1 are thoroughly and accurately	

	described, or if discussed, are not accurate or relevant.	simulation and ones made for the organization in Module 1 are insufficient or missing, including how these decisions altered strategies, and how they related to the real world experiences.	and contrasted, including a general description of how these decisions altered strategies, and how they related to the real world experiences.. Some major details that distinguish between these two buffer overflow are missing.	described, compared and contrasted, including a detailed description of how these decisions altered strategies, and how they related to the real world experiences.	
Score	0	30	42	50	/50
Writing Quality/APA Style	Frequent problems with organization, clarity and/or conventions make the paper hard to read. APA style guidelines are not adhered to, Possible plagiarism risks the appearance of cheating.	Numerous mechanical errors are distracting; and organization of ideas are lacking, but not enough to interfere with meaning. APA style guidelines are attempted, with major errors.	There are few problems with organization, clarity or conventions that should have been fixed. APA style guidelines are followed, with only minor errors; however, these problems and errors are not serious enough to distract the reader.	The writing is well organized and clear; there are minimal problems with spelling, punctuation, and grammar; APA style guidelines are followed accurately.	
Score	0	6	8	10	/10