

OL 600 Milestone One Guidelines and Rubric

In today's global economy, both small and large multinational organizations and government entities are experiencing formidable changes in the business environment that demands strategic management of the talent within the organization. Strategic leadership of human resources is not solely a human resources departmental function; all organizational leaders must understand how the company's most competitive advantage, its people, provides creative solutions to sustain and grow the business.

The purpose of this assessment is to foster the importance of the interrelationship between human resources, business knowledge, and management and develop appropriate skills to help navigate between these three aspects of business.

In this assignment, you will analyze a company (WeaveTech) within a case study (WeaveTech: High Performance Change) in order to develop a proposal. You will have to consider the important aspects of the company within the case study when formulating the proposal. When developing your proposal, ensure that all elements align with the mission, vision, and goals of the organization. Be sure to support your proposal with appropriate scholarly sources.

For Milestone One, you will prepare a draft of your three-year strategic and workforce plan for WeaveTech, which will include business metrics that will be used to measure the achievement of the organization's strategic goals and objectives and a workforce plan. The resources that support this milestone include the WeaveTech case study, the Kaplan and Norton article, and the text.

Your plan should contain all of the elements for Section I of your final project, including all of those listed below. Your instructor will grade your submission using the rubric below and will provide feedback to be applied to the final project.

Begin by analyzing WeaveTech using the following guiding questions for your analysis. Then, once your analysis has been completed, draft a three-year human resources strategic and workforce plan that thoroughly covers each of the critical elements listed in A through D below the guiding questions.

1. What are the strategic challenges and opportunities facing WeaveTech?
2. What are the strategic objectives set by WeaveTech's leadership?
3. What performance metrics should be used to track the success of organizational goals and initiatives?
4. Based on the strategic objectives identified, what workforce plans are needed at WeaveTech?
5. What internal and external information did you use to develop your plan?
6. What legal and regulatory issues might impact your workforce plan?
7. How can the legal risks associated with your plan be mitigated?

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

- I. **Strategic and Workforce Plan:** In this part of the assessment, you will devise a three-year human resources plan for this organization.

- A. Develop **business metrics** that will be used to measure the achievement of the organization’s strategic goals and objectives—for example, key performance indicators or scorecards.
- B. Develop your **workforce plan**, considering the organizational approach to human resources operations. You could consider including the following: sourcing, recruitment, hiring, orientation, talent management, succession planning, retention, and organizational exit strategies.
- C. Provide examples from the case study of the internal and external information related to **organizational operations** you used to develop the organization’s workforce plan.
- D. Evaluate how your developed workforce plan complies with **federal laws and regulations**. In other words, are there any concerns about compliance issues?

Guidelines for Submission: Your strategic and workforce plan should be an approximately 3-to-4-paged (not including your cover page and references) Microsoft Word document with double spacing, 12-point Times New Roman font, one-inch margins, and at least three sources cited in APA format.

Instructor Feedback: This activity uses an integrated rubric in Blackboard. Students can view instructor feedback in the Grade Center. For more information, review [these instructions](#).

Critical Elements	Proficient (100%)	Needs Improvement (75%)	Not Evident (0%)	Value
Strategic and Workforce Plan: Business Metrics	Develops business metrics that will be used to measure the achievement of the organization’s goals and objectives	Develops business metrics that will be used to measure the achievement of the organization’s goals and objectives, but developed metrics are cursory	Does not develop business metrics that will be used to measure the achievement of the organization’s goals and objectives	24
Strategic and Workforce Plan: Workforce Plan	Develops a workforce plan for the organization considering the organizational approach to human resources operations	Develops a workforce plan for the organization considering the organizational approach to human resources operations but developed plan is cursory	Does not develop a workforce plan for the organization considering the organizational approach to human resources operations	24
Strategic and Workforce Plan: Organizational Operations	Provides examples from the case study of internal and external information related to organizational operations used to develop the workforce plan	Provides examples from the case study of internal and external information related to organizational operations used to develop the workforce plan but provided examples are inaccurate or inappropriate	Does not provide examples from the case study of internal and external information related to organizational operations used to develop the workforce plan	24
Strategic and Workforce Plan: Federal Laws and Regulations	Evaluates how the developed workforce plan complies with federal laws and regulations	Evaluates how the developed workforce plan complies with federal laws and regulations but evaluation is cursory or contains inaccuracies	Does not evaluate how the developed workforce plan complies with federal laws and regulations	24
Articulation of Response	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	4

