* **Project Information**

*This section is meant to provide an overall picture of the project that can be seen at a glance as well as convey important project details.*

**Project Title:**Transition to Organizational Learning

**Project Summary:**Write a two to four (2-4) sentence summary of the project scope (i.e., the work that you will be doing to address the organization’s learning needs).

**Prepared by:**Student Name

**Attached Documentation:**List title of attached documentation

**Project Contacts:**

List those individuals who are involved with the project and can be contacted. Be sure to include their name, title, role in the project, as well as phone numbers and email addresses

**Project Summary**

*The goal of this section is to present the reasons for doing this project as well as stating all of the project's objectives. In this section in particular, it is very important to write concisely and clearly. Some project professionals even suggest writing the project summary last. Before you begin writing you should be able to answer the following questions:*

* *Why are you doing this project?*
* *What will you be doing?*
* *How will you be doing it?*
* *Who will be doing it?*
* *Where will it be done?*

**Project Background**

*This section explains what needs / problems you are trying to solve, and why these needs / problems are worth solving. You should also provide a brief setting and history behind the project. This section should be no more than one (1) page. Include references to supporting documentation, such as research papers and articles.*

**Project Goals and Methodology**

*This section details the plan for both the goals of the project and the strategies for achieving them. This section also details anticipated general problems and general strategies for managing them.*

**Project Risk Management**

*This section details the major project risks and delineates the plans to alleviate or control them. Make sure to address each risk's likelihood of occurring as well as its impact on the project and the organization.*

**Conclusion**

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| --- | --- | --- | --- | --- |
| **Points: 300** | **Assignment 2: Proposal for Organizational Learning Issues** | | | |
| **Criteria** | **Unacceptable**  **Below 70% F** | **Fair**  **70-79% C** | **Proficient**  **80-89% B** | **Exemplary**  **90-100% A** |
| 1. Summarize your findings along with the implementation recommendations.  Weight: 5% | Did not submit or incompletely summarized your findings along with the implementation recommendations. | Partially summarized your findings along with the implementation recommendations. | Satisfactorily summarized your findings along with the implementation recommendations. | Thoroughly summarized your findings along with the implementation recommendations. |
| 2. Determine the issue that has disconnected the culture and organizational learning based on the three (3) selected mystifications from Assignment 1.  Weight: 10% | Did not submit or incompletely determined the issue that has disconnected the culture and organizational learning based on the three (3) selected mystifications from Assignment 1. | Partially determined the issue that has disconnected the culture and organizational learning based on the three (3) selected mystifications from Assignment 1. | Satisfactorily determined the issue that has disconnected the culture and organizational learning based on the three (3) selected mystifications from Assignment 1. | Thoroughly determined the issue that has disconnected the culture and organizational learning based on the three (3) selected mystifications from Assignment 1. |
| 3. Critique the current OLMs hindrance to organizational learning and provide your recommendation(s) for the organization to address the issue.  Weight: 10% | Did not submit or incompletely critiqued the current OLMs hindrance to organizational learning and did not submit or incompletely provided your recommendation(s) for the organization to address the issue. | Partially critiqued the current OLMs hindrance to organizational learning and partially provided your recommendation(s) for the organization to address the issue. | Satisfactorily critiqued the current OLMs hindrance to organizational learning and satisfactorily provided your recommendation(s) for the organization to address the issue. | Thoroughly critiqued the current OLMs hindrance to organizational learning and thoroughly provided your recommendation(s) for the organization to address the issue. |
| 4. Defend the one (1) OLM that is suitable (i.e., the OLM identified in Assignment 1) for the organization’s training and / or learning circumstances then suggest three (3) pros and three (3) cons of implementing the selected OLM. Next, diagnose the possible source that has prevented productive learning within the organization then support your recommendation(s) for a permanent change.  Weight: 10% | Did not submit or incompletely defended the one (1) OLM that is suitable (i.e., the OLM identified in Assignment 1) for the organization’s training and / or learning circumstances then did not submit or incompletely suggested three (3) pros and three (3) cons of implementing the selected OLM. Next, did not submit or incompletely diagnosed the possible source that has prevented productive learning within the organization then did not submit or incompletely supported your recommendation(s) for a permanent change. | Partially defended the one (1) OLM that is suitable (i.e., the OLM identified in Assignment 1) for the organization’s training and / or learning circumstances then partially suggested three (3) pros and three (3) cons of implementing the selected OLM. Next, partially diagnosed the possible source that has prevented productive learning within the organization then partially supported your recommendation(s) for a permanent change. | Satisfactorily defended the one (1) OLM that is suitable (i.e., the OLM identified in Assignment 1) for the organization’s training and / or learning circumstances then satisfactorily suggested three (3) pros and three (3) cons of implementing the selected OLM. Next, satisfactorily diagnosed the possible source that has prevented productive learning within the organization then satisfactorily supported your recommendation(s) for a permanent change. | Thoroughly defended the one (1) OLM that is suitable (i.e., the OLM identified in Assignment 1) for the organization’s training and / or learning circumstances then thoroughly suggested three (3) pros and three (3) cons of implementing the selected OLM. Next, thoroughly diagnosed the possible source that has prevented productive learning within the organization then thoroughly supported your recommendation(s) for a permanent change. |
| 5. Suggest two (2) talent management strategies designed to prepare the organization for its readiness to share knowledge and maintain a learning environment.  Weight: 10% | Did not submit or incompletely suggested two (2) talent management strategies designed to prepare the organization for its readiness to share knowledge and maintain a learning environment. | Partially suggested two (2) talent management strategies designed to prepare the organization for its readiness to share knowledge and maintain a learning environment. | Satisfactorily suggested two (2) talent management strategies designed to prepare the organization for its readiness to share knowledge and maintain a learning environment. | Thoroughly suggested two (2) talent management strategies designed to prepare the organization for its readiness to share knowledge and maintain a learning environment. |
| 6. Elaborate on two (2) high resistance risks to this transition. Outline a plan for managing each resistance risk.  Weight: 10% | Did not submit or incompletely elaborated on two (2) high resistance risks to this transition. Did not submit or incompletely outlined a plan for managing each resistance risk. | Partially elaborated on two (2) high resistance risks to this transition. Partially outlined a plan for managing each resistance risk. | Satisfactorily elaborated on two (2) high resistance risks to this transition. Satisfactorily outlined a plan for managing each resistance risk. | Thoroughly elaborated on two (2) high resistance risks to this transition. Thoroughly outlined a plan for managing each resistance risk. |
| 7. Generate a high quality After-Action Review (AAR) to monitor the effectiveness of the transition from individual to organization learning.  Weight: 10% | Did not submit or incompletely generated a high quality After-Action Review (AAR) to monitor the effectiveness of the transition from individual to organization learning. | Partially generated a high quality After-Action Review (AAR) to monitor the effectiveness of the transition from individual to organization learning. | Satisfactorily generated a high quality After-Action Review (AAR) to monitor the effectiveness of the transition from individual to organization learning. | Thoroughly generated a high quality After-Action Review (AAR) to monitor the effectiveness of the transition from individual to organization learning. |
| 8. Specify one (1) training technique for the organization to introduce this new way of learning to the workforce. Next, examine whether or not the current organizational structure and processes can support transition from individual learning to organizational learning.  Weight: 10% | Did not submit or incompletely specified one (1) training technique for the organization to introduce this new way of learning to the workforce. Did not submit or incompletely examined whether or not the current organizational structure and processes can support transition from individual learning to organizational learning. | Partially specified one (1) training technique for the organization to introduce this new way of learning to the workforce. Partially examined whether or not the current organizational structure and processes can support transition from individual learning to organizational learning. | Satisfactorily specified one (1) training technique for the organization to introduce this new way of learning to the workforce. Satisfactorily examined whether or not the current organizational structure and processes can support transition from individual learning to organizational learning. | Thoroughly specified one (1) training technique for the organization to introduce this new way of learning to the workforce. Thoroughly examined whether or not the current organizational structure and processes can support transition from individual learning to organizational learning. |
| 9. 5 references  Weight: 5% | No references provided. | Does not meet the required number of references; some or all references poor quality choices. | Meets number of required references; all references high quality choices. | Exceeds number of required references; all references high quality choices. |
| 10. Writing Mechanics, Grammar, and Formatting  Weight: 5% | Serious and persistent errors in grammar, spelling, punctuation, or formatting. | Partially free of errors in grammar, spelling, punctuation, or formatting. | Mostly free of errors in grammar, spelling, punctuation, or formatting. | Error free or almost error free grammar, spelling, punctuation, or formatting. |
| 11. Appropriate use of APA in-text citations and  reference  Weight: 5% | Lack of in-text citations and / or lack of reference section. | In-text citations and references are provided, but they are only partially formatted correctly in APA style. | Most in-text citations and references are provided, and they are generally formatted correctly in APA style. | In-text citations and references are error free or almost error free and consistently formatted correctly in APA style. |
| 12. Information Literacy / Integration of Sources  Weight: 5% | Serious errors in the integration of sources, such as intentional or accidental plagiarism, or failure to use in-text citations. | Sources are partially integrated using effective techniques of quoting, paraphrasing, and summarizing. | Sources are mostly integrated using effective techniques of quoting, paraphrasing, and summarizing. | Sources are consistently integrated using effective techniques of quoting, paraphrasing, and summarizing. |
| 13. Clarity and Coherence of Writing  Weight: 5% | Information is confusing to the reader and fails to include reasons and evidence that logically support ideas. | Information is partially clear with minimal reasons and evidence that logically support ideas. | Information is mostly clear and generally supported with reasons and evidence that logically support ideas. | Information is provided in a clear, coherent, and consistent manner with reasons and evidence that logically support ideas. |

*In this section you should try to tie up all the above information in a short summary that explains the potential value of the project and emphasizes its feasibility.*

**References**

List all references (at least five [5]) cited in the proposal in this section.

**Appendix**

*This is where you should include additional charts, graphs, reports, etc. that were cited in the proposal, but were not appropriate to place in the main body of the document.*

Grading for this assignment will be based on answer quality, logic / organization of the paper, and language and writing skills, using the following rubric.

**Week 1 assignment to follow.**

Diversity is one of the problems that affect most of the organizations. Modern organizations encounter difficult moments when trying to meet the greater diversity among the employees, hiring workers from different races, creeds, genders and ages to make various ranks within an organization. Diversity influences an organization into challenges and obstacles to overcome. Any organization that can manage a diverse workplace has a solid advantage over other companies that are unable to embrace diversity in the most efficient way. This discussion focusses on diversity as the primary issue that is affecting most business organizations.

Major organizations are facing the problem of coping with diversity and in our organization, it is no different than the others. Several factors great contribution towards the prevalence of diversity in this organization. One of the most important factor causing diversity in the modern workplace of our organization is the rate of the increase in the population of the United States (Khan, 2015). Increased population in the United States facilitates the acquisition of workers from different ethnic groups within the country. However, our firm is encountering a problem of meeting the demands of all the workers. These workers have different ideologies implanted in their cultures that bring many difficulties whenever the organization tries to implement its business strategies.

 The firm’s organizational culture aims at determining the way its employees respond to the challenge of diversity that they may encounter in the workplace. The human resource management of the organization depends on the support of the organizational culture of the firm (Sharan, 2008). However, the structure of this organization aims at meeting the competitive advantage of this company. Meeting the competitive advantage of this company entails implementation of strategies that helps in the provision of the requirements of diverse workers within the organization.

 The concept of mystification is a common characteristic of the firm’s organizational structure.  The structure of this organization assumes that all the employees have similar preferences in the accomplishment of the Company’s activities. This company provides similar opportunities to all the employees (Lipshitz, 2007). It adopts a structure that generalizes the requirements of the customers without meeting personal differences that may exist among the employees. Also, the management of the Company provides a vision and mission statements that outline what the company requires its employee to do instead of describing the activities that the company must do. The company tends to violate the ethical considerations of most of the employees by adopting a rigid organizational structure that does not vary with the differences that exist among the employees.

The existing Organizational Learning Mechanism of the Company allows the company to gather, examine, store, circulate and use information relevant to the customers of the organization. The company makes daily reports on the performance of the employees as well as their attendance to facilitate efficiency in the working process. This organization applies an effective control mechanism that enables the company to examine the positive and the negative reactions of all other mechanisms that this organization uses in meeting the market demands of its customers (Jennex, 2008). The online Organizational Learning Mechanism is one significant strategy adopted by this organization. The company utilizes this mechanism by encouraging its workers to work as a team.  Working as a team helps in improving work efficiency from the employees. This strategy helps the company to solve the problem of diversity. It helps the company to make compensation for the differences that exist in the work performance that emanates from the problem of diversity.

Internal Organizational Learning Mechanism by an organization is an alternative method for replacing the above method that hinders this organization from attaining individual learning. Internal learning mechanism entails utilization of internal resources and structures to meet the organizational demands as well as promoting unity among the employees. This method best suits in solving the identified issue of diversity that is affecting the day to day operations of the Company.

The norms of the organizational structure of this firm entails working as a team. It requires similar values and norms that influence behavior. In the implementation of this organization culture, the management encounters challenges that hinder productive learning. Some of the reasons behind the company’s inability to achieve productive learning are the adoption of transparency and integrity in education (Boud, 2006). The productivity of an organization depends on its ability to solve the problem of diversity and promote a team spirit that enhances productive learning.

The level of transparency that takes place in this organization is ultimately inadequate. Lack of transparency denies the acquisition of the most valuable information concerning the employees that will help in promoting diversity. Therefore, it is advisable for this organization to develop an effective strategy that enhances productive learning. Integrity poses similar difficulties whenever an organization tries to facilitate productive learning. An integrity-based approach to ethics management embraces for the managerial responsibility of ethical behavior. This method seeks to define the guiding values of the company, its aspirations as well as the patterns of conduct and behavior. Failure of a company to identify its core values translates to low productive learning. Therefore, the firm ought to apply the most appropriate strategy for solving the problem of diversity and promote productive learning of its employees.

**References**

David Boud, P. C. (2006). *Productive reflection at work : learning for changing organizations.* New York: Routledge Publishers.

Jennex, M. E. (2008). *Current issues in knowledge management.* Hershey, PA: Information Science Reference.

Khan, M. A. (2015). *Diverse contemporary issues facing business management education.*Hershey, PA: Business Science Reference.

Lipshitz K. Raanan, M. P. (2007). *Demystifying organizational learning.* Thousand Oaks, CA: SAGE Publications.

Sharan, I. T.-c. (2008). *Organizing schools for productive learning.* New York: Springer Publishers.