



### MBA 550 Final Project Part II Milestone Three Guidelines and Rubric

The milestone assignments will provide you with the opportunity to reflect on four organizational scenarios to demonstrate your understanding of leadership in organizational behavior. These assignments are designed to develop your skills in analyzing various organizational leadership situations dealing with skills assessment, team-building, vision and culture, problem solving, and conflict management.

**Prompt:** For Milestone Three: Problem-Solving and Conflict Management, you will submit a short paper or presentation as you analyze your chosen leader's problem-solving skills, highlighting the tools, methods, and strategies he or she used, and explain which of the tools, methods, and strategies you would use/emulate and which you would avoid. Share what knowledge, skills, and abilities related to conflict management and negotiation you possess, and analyze your leader's knowledge, skills, and abilities related to conflict management and negotiation. Explain at least two of the techniques you would use/emulate and how they would help you. In the assignment, use personal reflection information of your experiential knowledge on these topics along with the research on your chosen leader and concepts and theory information from the text. Be sure to explain the leader's use of appropriate tools, methods, and strategies for organizational problem-solving and decision-making. Use evidence to classify conflict management styles and select the most appropriate conflict management approach for effectively communicating and resolving organizational behavioral disputes. Identify and list leadership problem-solving skills, abilities, and knowledge to demonstrate effective communication and conflict resolution techniques that enhance organizational culture.

You will be evaluated on the analysis of your chosen leader's problem-solving skills and use of tools, methods, and strategies; identification and summary of which tools, methods, and strategies you would use and emulate and which of these methods you would avoid; analysis of your knowledge, skills, and abilities related to conflict management and negotiation; analysis of your chosen leaders knowledge, skills, and abilities in these areas; identification of the techniques you would use/emulate and how they would help you in your learning; critical thinking applied to your work product; and the articulation of your response in the writing process.

**Guidelines for Submission:** Milestone Three must be in [APA style](#). Include a separate title and reference page, an introduction, subheadings, and a conclusion. The requirements for this assignment are 2 to 4 pages in length (not including title and reference pages), double-spaced, 12-point Times New Roman font, one-inch margins, and at least two discipline-appropriate citations.

Critical Elements	Proficient (100%)	Needs Improvement (70%)	Not Evident (0%)	Value
<b>Analysis of Chosen Leader's Problem-Solving Skills and Use of Tools, Methods, and Strategies to Emulate/Avoid</b>	Analyzes chosen leader's problem-solving skills through some detail to make informed conclusions	Performs some analysis of chosen leader's problem-solving skills through minimal detail to make informed conclusions	Does not explore factors associated with analysis of chosen leader's problem-solving skills through detail and does not make informed conclusions	25

<b>Analysis of Chosen Leader's Conflict Management and Negotiation</b>	Analyzes chosen leader's conflict management and negotiation skills through some detail to make informed conclusions	Performs some analysis of chosen leader's conflict management and negotiation skills through minimal detail to make informed conclusions	Does not explore factors associated with analysis of chosen leader's conflict management and negotiation skills through detail and does not make informed conclusions	25
<b>Application of Examples</b>	Uses one example of a problem-solving or conflict management skill and how it would help contribute to the effectiveness of an organization correctly within the analysis	Applies some problem-solving and conflict management skills that contribute to the effectiveness of an organization correctly within the analysis	Does not correctly apply any problem-solving and conflict management skills that contribute to the effectiveness of an organization correctly within the analysis	20
<b>Critical Thinking</b>	Demonstrates moderate exploration of issues and ideas before accepting or forming an opinion or conclusion	Demonstrates minimal exploration of issues and ideas before accepting or forming an opinion or conclusion	Does not demonstrate exploration of issues and ideas before accepting or forming an opinion or conclusion	20
<b>Articulation of Response</b>	Submission has no major errors related to citations, grammar, syntax, or organization	Submission has significant errors related to citations, grammar, syntax, and organization that negatively impact readability and articulation of main ideas	Submission has critical errors related to citations, grammar, syntax, or organization that prevent understanding of ideas	10
<b>Total</b>				<b>100%</b>