



OL 663 Module Two Journal Guidelines and Rubric

In our text *Our Iceberg Is Melting*, Kotter provides a story-based scenario of a situation needing a change intervention. Review the reading from our text and state how Kotter's last four steps (5 through 8) were applied in the story (2 paragraphs), and then reflect on an organizational change effort that you are familiar with from the past (you can use the same organizational change effort you used for Module One) using Kotter's last four steps (5 through 8) to diagnose the strengths and weaknesses of the change effort.

Make sure to include what was done well, what was done poorly, and what was lacking in the change effort (2 paragraphs). The journal entry should be a total of 4 paragraphs. Journals are private between the student and the instructor. Review [this tutorial](#) for information on creating a Blackboard journal entry.

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	Exemplary (100%)	Proficient (90%)	Needs Improvement (70%)	Not Evident (0%)	Value
Analysis	Analyzes and clearly states how Kotter's steps (5-8) were applied in the story	Analyzes and states how Kotter's steps (5-8) were applied in the story	Analyzes and states how some of Kotter's steps (5-8) were applied in the story	Does not analyze or state how Kotter's steps (5-8) were applied in the story	25
Evidence	Clearly provides evidence of being able to lead a change effort	Provides evidence of being able to lead a change effort	Provides some evidence of being able to lead a change effort	Does not provide evidence of being able to lead a change effort	25
Critical Reflections	Clearly identifies strengths and weaknesses of what was done well, what was done poorly, and what was lacking in the change effort	Identifies strengths and weaknesses of what was done well, what was done poorly, and what was lacking in the change effort	Identifies some strengths and weaknesses of what was done well, what was done poorly, and what was lacking in the change effort	Does not identify strengths and weaknesses of what was done well, what was done poorly, and what was lacking in the change effort	30
Writing (Mechanics)	Journal is easily understood, clear, concise, and error free	Journal is understandable, with few errors	Journal is understandable but has many errors	Journal is not understandable	20
Total					100%