

Learning Opportunities

Guidelines for all learning opportunities:

- All assignments are to be typed, single or double spaced, 1 inch margins, and 12 point font. If submitting electronically please save in a word document, ppt file or a pdf.
- The learning opportunity assignments are not to exceed three pages in length.
- Be sure to include the name of the assignment, the module number, and your name on each assignment.
- Please note that some assignment you must print and are due at the beginning of class for the day they are assigned. Others must be submitted electronically through the assignment on blackboard by 8:00 AM on the day it is due.
- Many assignments are going to center around **one** organization that you will chose as the focus of your study for the course of the semester. This organization either needs to be publicly traded or large enough that you can gather information on the organization from public sources (i.e., Aldi, Lego). This cannot be an organization that you have worked for or have a job contract with or one that is currently or recently been used for focus firm. If you can't think of one this list of the best 100 places to work would be a good place to start (www.fortune.com/bestcompanies). Once you pick an organization e-mail me your request of what organization you would like to study and why you chose this organization. I will e-mail you back with approval or back to the drawing board. You **MUST** get this approval for this organization which I will refer to as "organization in action" by me by class time on **January 21st**.

Module 1 – Managerial Skills Profile (Step 3)/ Performance Objectives (Print and bring two copies to class)

Using the profile form completed in steps 1 and 2, provide some specific performance objectives you would like to accomplish in terms of developing yourself over the upcoming semester. Below is a list of categories from the profile you might want to include. You may want to refer to the profile form to select some specific behaviors you would like to emphasize for change. Try to develop three to five performance goals. Describe specifically what behavior you will focus on and what you hope to accomplish. Be specific and make sure the goal is measurable.

Communicating Skills

Interpersonal Skills

Aspiration-Achievement Levels

Problem-Solving Skills

Leadership Skills

Other

Be sure to print an extra copy for you to use in class discussion as well as the copy to turn in.

Module 1 – The Cheese Experience- (Electronic Assignment on Canvas – submit by 8:00 AM)

1. Describe a current situation where you are having difficulty dealing with change. Try to pick something practical that is going on at work or in your life.

2. “Cheese” is a symbol for whatever is important to you. The Maze is where you look for Cheese. What is your Cheese, and where are you looking for it?
3. Identify yourself in the story (i.e., Sniff, Scurry, Hem or Haw). Which character most represents the way you typically deal with change? Be sure to tell who you are and why. Give an example of when you behaved this way and why.
4. Using your “organization in action” how would you describe their approach to change? Are they quick to change or slow to change? Provide an example of change (or failing to change) from your organization. Be sure to support your assessment with references. Remember this organization **MUST** be approved by me before you can use it for this assignment.

Module 2 – Leadership Assessment - (Electronic Assignment on Canvas – submit by 8:00 AM)

Pick a top leader from your “organization in action”. Make a PPT slide (single slide) highlighting your leader. Provide support in notes section of slide.

1. Provide his/her name and position in the organization (include the name of your organization on the slide). Provide a picture of the leader if possible.
2. Provide one or two traits or qualities this individual possesses that makes him/her a great leader? (i.e., honest, creativity, confidence, etc.)
3. Provide one or two behaviors or actions of this individual that make him/her a great leader? (i.e., task or relationship oriented behaviors)
4. What can we learn from this leader? In other words what can you take away to share with others about this particular person in terms of effective leadership?

Module 2 – Organizational Analysis (Print and bring to class)

TBA

Module 2 – GE Case Questions – (Print and bring to class)

1. Which of Pfeffers 13 characteristics of effectively managing people discussed in the first article can be found at GE?
2. What are two or three important factors contributing to the success of GE during Jack Welch’s time as CEO?
3. As a member of GE’s Corporate Executive Council, would you advocate the implementation of Six Sigma Quality at the Company? Why?
4. What leadership qualities would you look for in a successor to Jack Welch? Be specific as if you were creating a recruiting profile.

Module 3 – Assessment of Organizational Culture - (Electronic Assignment on Canvas – submit by 8:00 AM)

Using your “organization in action” focus on their culture. Be sure to include the organization’s name in the title of this assignment.

1. Write a description of the organization’s culture. Now summarize it in **one word**.

2. What is the vision or mission statement of the organization?
<http://www.businessnewsdaily.com/3882-vision-statement.html>
3. What is one thing about that culture that would make you enjoy working there?
Not enjoy working there?
4. How does this culture contribute to or hinder the overall success of this organization? Be specific.

Module 3 – Power and Influence – (Bring to next class period).

This LO will be provided at end of class *after* the in class simulation. If you are not in class this day you may not complete the LO. It must be turned in the next class period.

Module 4 – Organizational Behavior Practices - (Electronic Assignment on Canvas – submit by 8:00 AM)

What is your “organization in action” doing today to effectively utilize employees? Be sure to provide references for your research on this organization.

1. Describe what they are doing in terms of effectively utilizing their employees. Provide two specific examples, one of motivation as well as one of development. Tell what they are doing and how it was implemented.
2. Discuss what outcome (as in First Break All The Rules) each of these two programs were designed to achieve. Be specific. Which of the 12 questions identified in the book does this program help people address?
3. Do some research on the organization. Is it a successful program? Why or why not?
4. Provide a short, two to three sentence, take-away regarding how organizations can more effectively use their employees in the future based on what you have learned about this organization.

Module 4 – Morgan Stanley Case Questions – (Print and bring to class).

1. How effective has the change strategy been during the reign of John Mack?
2. How critical is John Mack as a leader of the change initiative? What are three key aspects of his leadership that have contributed to effective organizational change?
3. A key component of the change initiative is revamping the performance appraisal system. What are the goals of the new system? To what extent is the new system aligned with the vision and strategy?
4. Would you suggest using a 360 degree feedback system? Given the situation at Morgan Stanley what would you be careful to do in implementing this type of system?

Module 5 – Integrated Case Questions (Print and Bring to Class)

TBA

Module 5 – What Can We Learn from Ted? (Electronic Assignment on Canvas – submit by 8:00 AM)

Find a Ted Talk about an organizational behavior related concept. <https://www.ted.com/>

1. What is the name of the Ted Talk? (provide the link to the talk) Why did you choose this talk? What basis of validity does this author have on the topic?
2. Provide a half page to page summary of the Ted Talk you reviewed pointing out key OB issues. Did it help you understand something more? See something different? Waste of time?
3. Give a one sentence summary of the take away from the talk.
4. Would you recommend this to your classmates?

Module 6 – Talent/Strengths - (Electronic Assignment on Canvas – submit by 8:00 AM)

1. Provide a list of your strengths in order that you determined from taking the online assessment.
2. Given your top five strengths, what would be the best type of work and environment that would fit with your strengths and passion?
3. What do your strengths look like as weaknesses (strengths as extreme)?
4. Provide two ways you could see yourself using your strengths in dealing with other people in a work setting?
5. Provide three things have you learned about yourself (beyond the strengths survey) over the course of the semester that will make you a better employee or a better leader?

Module 6 – Expedition Everest – (Bring to next class)

This LO will be provided at end of class after the simulation. If you are not in class this day you may not complete the LO. It must be turned in the next class period.