**Assignment brief**

**Part 1 – Case study analysis (2,250-words)**

For this part of the assignment, you are required to critically review a change process within a case study organisation.

The focus of this part of the assignment could be a recent change process that has happened, or is currently happening, in your own work situation; alternatively, you can provide a critical review of a change process that has happened in an organisation of your choice.

You are required in your critical revie/discussion to:

* Outline the background to the change process
* Appraise/critically review the organisation’s approach to the management of the change process
* Produce a justified recommendation as to the lessons learned from the change process which will enable change to be more effectively planned in the future.

Throughout your work you should use relevant theories, models and concepts reviewed during the course of the module as a focus for your analysis.

**Marking rubric for part 1:**

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| **Assessment requirement** | **Expected content:** | **Links to module learning aims** | **Marks available** |
| Outline the background to the change process | * This should include an explanation of the reasons of the need for the change being implemented for the organisation * You should use appropriate models, concepts and evidence to help appraise the need for the change for the business * Appropriate referencing approach, structure, format, readability | 2, 3 | 20 |
| Appraise the organisation’s approach to the management of the change process | * You should analyse and critically review/discuss the roles of the change agent, change management roles and techniques within the organisation’s approach * Your work here should be supported by use of appropriate models of leadership to help support the appraisal * Appropriate referencing approach, structure, format, readability | 1,2,3 | 30 |
| Recommendation for future change practice | Produce a justified recommendation as to the lessons learned from the change process which will enable change to be more effectively enabled in the future.   * Where appropriate, you should apply the roles of the change agent, change management roles and techniques within your recommendations * Your work here should be supported by use of appropriate models of leadership and change management to help justify your recommendations * Appropriate referencing approach, structure, format, readability | 1,2,3 | 20 |

**Part 2 – Case study analysis (750-words)**

For this part of the assignment, you are required to critically reflect on your own leadership skills and approach and use this reflection to produce justified recommendations for your own personal leadership development.

The reflection and recommendations should focus on one or two broad aspects of leadership (see the content list for the module as a guide to the various possibilities). Your reflection should link clearly to models and concepts within the module, be focused specifically on your own personal needs and development as well as link to evidence from contemporary work environments~~.~~

**Marking rubric for part 2:**

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| **Assessment requirement** | **Expected content:** | **Links to module learning aims** | **Marks available** |
| Reflection of your own leadership approach/skills | * This should outline your current leadership skillset and approach * Identifying and justifying areas for development * Appropriate use of reading, theories and evidence to justify the reflection * Appropriate referencing approach, structure, format, readability | 1,2,4 | 20 |
| Recommendations for future leadership skills development | * You should outline how you plan to develop your leadership skills / areas for development * Appropriate appraisal and justification of recommendations provided * Appropriate use of reading, theories and evidence to justify the reflection * Appropriate referencing approach, structure, format, readability | 1,2,4 | 10 |