

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

Points: 250		Assignment 1: Identifying the Organizational Learning Issues		
Criteria	Unacceptable Below 70% F	Fair 70-79% C	Proficient 80-89% B	Exemplary 90-100% A
<p>1. Assess the organization's culture as it relates to shared knowledge, then specify the significant issue(s) that you discovered with the culture. Determine the disconnect you observed between the culture and organizational learning using three (3) of the five (5) mystifications. Support your response with at least one (1) example of each selected mystification within the organization. Weight: 20%</p>	<p>Did not submit or incompletely assessed the organization's culture as it relates to shared knowledge, then did not submit or incompletely specified the significant issue(s) that you discovered with the culture. Did not submit or incompletely determined the disconnect you observed between the culture and organizational learning using three (3) of the five (5) mystifications. Did not submit or incompletely supported your response with at least one (1) example of each selected mystification within the organization.</p>	<p>Partially assessed the organization's culture as it relates to shared knowledge, then partially specified the significant issue(s) that you discovered with the culture. Partially determined the disconnect you observed between the culture and organizational learning using three (3) of the five (5) mystifications. Partially supported your response with at least one (1) example of each selected mystification within the organization.</p>	<p>Satisfactorily assessed the organization's culture as it relates to shared knowledge, then satisfactorily specified the significant issue(s) that you discovered with the culture. Satisfactorily determined the disconnect you observed between the culture and organizational learning using three (3) of the five (5) mystifications. Satisfactorily supported your response with at least one (1) example of each selected mystification within the organization.</p>	<p>Thoroughly assessed the organization's culture as it relates to shared knowledge, then thoroughly specified the significant issue(s) that you discovered with the culture. Thoroughly determined the disconnect you observed between the culture and organizational learning using three (3) of the five (5) mystifications. Thoroughly supported your response with at least one (1) example of each selected mystification within the organization.</p>
<p>2. Give your opinion on the current Organizational Learning Mechanism(s) (OLMs) that hinder organizational learning. Support your response with one (1) example of a training or learning initiative (e.g., sharing knowledge, training programs, working as a team, experiences, procedures, processes, etc.) and the outcome when it was applied to the organization. Weight: 20%</p>	<p>Did not submit or incompletely gave your opinion on the current Organizational Learning Mechanism(s) (OLMs) that hinder organizational learning. Did not submit or incompletely supported your response with one (1) example of a training or learning initiative (e.g., sharing knowledge, training programs, working as a team, experiences, procedures, processes, etc.) and the outcome when it was applied to the organization.</p>	<p>Partially gave your opinion on the current Organizational Learning Mechanism(s) (OLMs) that hinder organizational learning. Partially supported your response with one (1) example of a training or learning initiative (e.g., sharing knowledge, training programs, working as a team, experiences, procedures, processes, etc.) and the outcome when it was applied to the organization.</p>	<p>Satisfactorily gave your opinion on the current Organizational Learning Mechanism(s) (OLMs) that hinder organizational learning. Satisfactorily supported your response with one (1) example of a training or learning initiative (e.g., sharing knowledge, training programs, working as a team, experiences, procedures, processes, etc.) and the outcome when it was applied to the organization.</p>	<p>Thoroughly gave your opinion on the current Organizational Learning Mechanism(s) (OLMs) that hinder organizational learning. Thoroughly supported your response with one (1) example of a training or learning initiative (e.g., sharing knowledge, training programs, working as a team, experiences, procedures, processes, etc.) and the outcome when it was applied to the organization.</p>
<p>3. Determine which one (1) of the following OLMs is suitable for replacing the identified OLM(s) that hinder organizational learning as a corrective action to facilitate the transition from individual to organizational learning: Off-line/Internal, On-line/Internal, Off-line/External or On-line/External. Justify your selection. Weight: 15%</p>	<p>Did not submit or incompletely determined which one (1) of the following OLMs is suitable for replacing the identified OLM(s) that hinder organizational learning as a corrective action to facilitate the transition from individual to organizational learning: Off-line/Internal, On-line/Internal, Off-line/External or On-line/External. Did not submit or incompletely justified your selection.</p>	<p>Partially determined which one (1) of the following OLMs is suitable for replacing the identified OLM(s) that hinder organizational learning as a corrective action to facilitate the transition from individual to organizational learning: Off-line/Internal, On-line/Internal, Off-line/External or On-line/External. Partially justified your selection.</p>	<p>Satisfactorily determined which one (1) of the following OLMs is suitable for replacing the identified OLM(s) that hinder organizational learning as a corrective action to facilitate the transition from individual to organizational learning: Off-line/Internal, On-line/Internal, Off-line/External or On-line/External. Satisfactorily justified your selection.</p>	<p>Thoroughly determined which one (1) of the following OLMs is suitable for replacing the identified OLM(s) that hinder organizational learning as a corrective action to facilitate the transition from individual to organizational learning: Off-line/Internal, On-line/Internal, Off-line/External or On-line/External. Thoroughly justified your selection.</p>

4. Evaluate the norms of the organization's learning culture to determine the source(s) that currently prevent productive learning by applying two (2) of the following norms: inquiry, issue orientation, transparency, integrity or accountability. Provide at least one (1) example of each of the selected norms' manifestation within the organization in your evaluation. Weight: 20%	Did not submit or incompletely evaluated the norms of the organization's learning culture to determine the source(s) that currently prevent productive learning by applying two (2) of the following norms: inquiry, issue orientation, transparency, integrity or accountability. Did not submit or incompletely provided at least one (1) example of each of the selected norms' manifestation within the organization in your evaluation.	Partially evaluated the norms of the organization's learning culture to determine the source(s) that currently prevent productive learning by applying two (2) of the following norms: inquiry, issue orientation, transparency, integrity or accountability. Partially provided at least one (1) example of each of the selected norms' manifestation within the organization in your evaluation.	Satisfactorily evaluated the norms of the organization's learning culture to determine the source(s) that currently prevent productive learning by applying two (2) of the following norms: inquiry, issue orientation, transparency, integrity or accountability. Satisfactorily provided at least one (1) example of each of the selected norms' manifestation within the organization in your evaluation.	Thoroughly evaluated the norms of the organization's learning culture to determine the source(s) that currently prevent productive learning by applying two (2) of the following norms: inquiry, issue orientation, transparency, integrity or accountability. Thoroughly provided at least one (1) example of each of the selected norms' manifestation within the organization in your evaluation.
5. 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.
6. 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.
7. 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.
8. 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.
9. 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.