

# Unit 5 Assignment 1: Focus Paper

**In this Assignment, you will be assessed based on the following outcomes:**

**GM504-1:** Analyze organizational factors associated with business high performance.

**GM504-4:** Evaluate the impact of change on people, processes, products and organizations.

**PC-3.3:** Convey competence through demonstrating characteristics such as reliability, accountability, and timeliness.

As you continue to think about your change initiative, you want to identify the impact on not only people but also processes and even the products of the organization. It is important for organizations to conduct business with a worldly mindset. In this Assignment, you will focus on the impact of individual and group behavior on organization change and effectiveness, as well as the role of organization design in facilitating change. You will recommend a possible change initiative within your selected organization.

In this Assignment, you will compose a 7–10 page APA 6th edition compliant paper that includes the following:

- Think of a possible change initiative in your selected organization. This could be the one you identified in Unit 3 and/or in Unit 4. Briefly describe the initiative.
- Analyze the impact of this change initiative on the people, processes, and products (or services) of the organization.
- With a focus on the people portion, provide recommendations to position this change initiative in a manner that results in high performance.
- Conclude with a summary of how your recommended approach to the change initiative will result in organizational excellence.

## **Components**

- Compose a 7–10 page paper (excluding the title and reference pages)
- Use the [Focus Paper Template](#) to complete your Assignment. Save the document using the naming convention: Username\_Unit4\_FocusPaper.doc
- The paper should have a minimum of three cited and referenced academically credible sources from outside of the course materials– one of which must be a peer reviewed (scholarly) journal article.
- Your paper and sources should follow proper APA 6th edition formatting. Review the APA formats found in the Writing Center.
- Review the grading rubric below to ensure all points have been captured in the paper.

**Directions for Submitting Your Assignment**

Submit the Assignment to the **Unit 5 Assignment 1 Dropbox** by the end of Unit 5.

<b>GM504 Unit 5 Assignment 1: Focus Paper</b>	<b>Possible Points</b>	<b>Possible Earned</b>
<b>Content (50%)</b>		
Discuss a change initiative on the people, processes, and products (or services) of the organization that will have a high performance impact.	65	
<b>Analysis (30%)</b>		
Analyze the impact of this change initiative on the people, processes, and products (or services) of the organization. Make recommendations that will result in organizational excellence.	39	
<b>Writing (20%)</b>		
Grammar, spelling, and paragraph construction.	13	
Your paper should be between 7–10 pages (excluding the title and reference pages).  The paper should have a minimum of three cited and referenced academically credible sources from outside of the course materials– one of which must be a peer reviewed (scholarly) journal article. Your paper should follow proper APA 6th edition style and format.	13	
<b>LATE Paper Deduction</b>	<b>-0</b>	
<b>Total Points Earned</b>	<b>130</b>	