

## 450 Assignment Requirements

### Due February 1

- **Deliverable: a 3-5 page written paper**
- **The paper should include the 3 Parts described below:**

### **My Workplace and Organizational Culture**

#### Part 1

- Write a personal description of a workplace you have experienced. It can be where you work now, or you may write about a place where you once worked. If by chance, you have not worked in an organization, you may interview someone else for this paper. As you write this, consider and reflect on what it is like there on a day to day basis. What is management like? What are the employees like? What's it like to work there? After reading this part I should be able to describe your workplace to you.

#### Part 2

- Conduct on-line (or book) research 4 sources / sites on Organizational Culture. On one page recap the key points and elements of Org Culture. Be sure to accurately source this work.

#### Part 3

- Relate what you have learned from your research to the workplace you described.

### Due May 10

- **Deliverable: a 5-7 page written analysis of the Rise and Fall of the J. Peterman Company case study (25 points)**

### **“The Rise and Fall of the J. Peterman Company”**

By John Peterman

Harvard Business Review

September-October 1999

#### Assignment Guidelines:

- The J. Peterman Company case study is a good example of how organization development and change management concepts are imbedded in organizations.
- The examination and writing of the case study will analyze the J. Peterman Company article using concepts taught in class.
- Students are encouraged to do additional research about the J. Peterman Company. You are welcome to use that information in your case study and analysis.
- Students may form study groups to research, discuss and apply concepts and analyze the case. But it is expected that each paper be individually written.
- Read the case and consider which concepts, models, theories considerations from the class that you see in evidence in the case.
- Write your analysis of the application of OD and Change Management.

Some of the theories, models and concepts that apply are:

- Culture
- Change Management
- Systems theory (Open systems; environmental impact, sub-systems)
- Strategic Organizational design)
- The role of the founder
- Shared Vision / Mission
- Bringing people on board (Stages of Group Development)