In this task, you will synthesize key concepts learned within your MSML program and then apply them by developing a management and leadership development program for a real-world business entity. You will first need to select an organization with which you are familiar. You may choose your current place of employment, a local business, a nonprofit organization, or any operating organization (e.g., government, school district, hospital, online business). The management and leadership development program you design should include a process to foster the management and leadership skills of current and future leaders within an organization. These skills would be employed in formal and informal leadership positions throughout the company. The program should be targeted towards a specific leadership audience in the organization. Note: Any information that would be considered confidential, proprietary, or personal in nature should not be included in the actual task submission to WGU. Do not include the actual names of people, suppliers, the company, or other identifiable information. Fictional names should be used. Also, company-specific data, including financial information, should not be included but should be addressed in a general fashion as appropriate

REQUIREMENTS Your submission must be your original work. No more than a combined total of 30% of the submission and no more than a 10% match to any one individual source can be directly quoted or closely paraphrased from sources, even if cited correctly. An originality report is provided when you submit your task that can be used as a guide. You must use the rubric to direct the creation of your submission because it provides detailed criteria that will be used to evaluate your work. Each requirement below may be evaluated by more than one rubric aspect.

The rubric aspect titles may contain hyperlinks to relevant portions of the course. Tasks may not be submitted as cloud links, such as links to Google Docs, Google Slides, OneDrive, etc., unless specified in the task requirements. All other submissions must be file types that are uploaded and submitted as attachments (e.g., .docx, .pdf, .ppt).

A. Discuss the organization for which you are developing the management and leadership development program, including the following: • size • number of employees • type of business (including services or products) • years in business • form of business ownership (e.g., sole proprietor, LLC, corporation) • current locations

B. Provide an overview of the current management and leadership development program at the organization identified in part A by doing the following: 1. Explain the business need for a management and leadership development program. 2. Describe how the current development process prepares current and future managers and leaders, including the following components: • the training process • leadership development techniques, including curriculum, materials, or resources • two efficiencies in the program • two inefficiencies in the program

C. Create a new management and leadership development program by doing the following: 1. Discuss your proposed program, including how the program prepares current and future managers and leaders. a. Explain how your development program meets the organization’s business need identified in part B1. 2. Select one of the following target audiences and explain how your program meets the needs of this audience: • new and aspiring leaders within the organization • current leaders seeking to further their leadership knowledge within their current roles • experienced leaders seeking promotion to senior leadership roles a. Discuss three areas of management and leadership that are important to develop within the audience selected in part C2. Support your discussion with one unique scholarly source from your Task 1 submission for each of the three areas. Note: These might include emotional intelligence, human resource management, change management, strategic management, or any other areas of leadership and management learned over the course of your program.

Note: A scholarly source is written by an expert for an audience of other experts, researchers, or students. Additionally, you may cite other reputable editor-reviewed articles and books. A reputable source is defined as an article from a respected industry publication, government organization, educational institution, or industry leader. These can be found in the WGU Library or within the course. 3. Describe the training process for your program. 4. Describe the leadership development techniques, including curriculum, materials, or resources. 5. Explain how your program capitalizes upon the efficiencies and overcomes the inefficiencies identified in part B2. 6. Describe the incentives provided to individuals for participation in your program. 7. Describe the timeline for completion of your program, including milestones. 8. Describe how participants will demonstrate their knowledge from your program. 9. Describe three quantitative metrics that will be used to evaluate the overall effectiveness of your management and leadership development program and the expected effect on the organization. D. Acknowledge sources, using in-text citations and references, for content that is quoted, paraphrased, or summarized.