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| **Supporting Individual Learning through Coaching and Mentoring – 3SCO** |
| Learner Name:James Bancroft | Group: LOLAPR20Tutor: S Greene | Assessor Name: *(If different to delivery tutor)* | 19/08/20 |

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| **Assessment criteria relating to unit 3SCO** | **Pass Y/N** | **Assessor Comments** |
| 1.1 | Explain why organisations need to change with reference to internal and external factors. | Y | An introduction to your primary school was briefly provided. You have explained at least 6 internal and external factors that drive or influence change within your organisation;* Technological factors
* Political factors
* Structural change
* Covid-19
* Additional safeguarding mean employees need to work differently
* Cuts in income

Some very relevant and contemporary factors identified here which was very good. |
| 1.2 | Explain how change can impact an organisation’s business. | Y | At least 3 ways in which change affects an organisation and its business has been explained;* Reduced staff retention
* Impact on morale and engagement
* Increased business efficiencies and improved results for the school

It was interesting to see that you have identified both positive and negative effects of change as well as some relevant to your organisation, well done.  |
| 2.1 | Explain the main factors involved in the change process. | Y | At least 4 key factors involved in the change process have been explained;* Communication
* Strong leadership
* Action plans
* Staff involvement and gaining feedback from stakeholders

You have also drawn upon your own experiences of change and how change is managed in the school which is good.  |
| 2.2 | Compare and contrast different approaches to managing change. | Y | At least 3 different approaches to managing change have been comprehensively compared and contrasted;* Kotter
* Lewin
* CIPD model

You have also identified the aspects of the models which would drive change effectively within your school which was excellent.  |
| 3.1 | Compare and contrast the different behavioural responses people may demonstrate when an organisation is experiencing change. | Y | Three different behavioural responses have been identified and described when change occurs within an organisation;* Shock
* Denial
* Acceptance

The impact of these responses on the business and stakeholders have also been explained which is good.It is useful that you have also drawn upon the work of Kubler-Ross to give credibility to your reasoning as well as providing examples of each to demonstrate understanding. This section was excellent, well done.  |
| 3.2 | Explain the role of HR in supporting individuals during organisational change.  | Y | At least three ways in which HR can support individuals during have been explained. |

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| **Assessment Decision (Pass/Refer)****Pass** | *Students receiving a refer mark have 1 week from the date feedback was provided on the VLE to upload their resubmission, unless otherwise agreed with MOL.* |
| **Strengths** | **Areas for Improvement** |
| * Comprehensive evidence has been provided to demonstrate a sound understanding of organisational change, the factors involved in the change process, different approaches to managing change, the impact of change and the role of the HR function in supporting change.
* Some good application of workplace examples in places to validate understanding.
* The majority of the assessment criteria has been comprehensively and explicitly addressed.
* A reference list has been provided.
* The assessment has been submitted within the word count.
 | * Provide a contents sheet.
* I found your work difficult to mark as you hadn’t split it into sections to illustrate which section you were answering. Also, as the scenario was a formal report it is important to structure your work in this way with sub headings such as Introduction, Findings etc.

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