



Assessment 3 Information

Subject Code:	MBA 502
Subject Name:	Emotional Intelligence, Cultural Intelligence and Diversity
Assessment Title:	Company Diversity Award Presentation
Assessment Type:	Video and Power Point Slides
Word Count:	5-7 Minutes (+/-10%)
Weighting:	40%
Total Marks:	40
Submission:	MyKBS
Due Date:	Tuesday 11.55 pm AEST Week 13

Your Task

The Australian HR Institute (AHRI) is a professional organisation designed to be a guardian of professional excellence, provides a number of professional certificates and promotes sustainable business models. The AHRI also hosts the annual awards for excellence in Human Resources including the Workplace Diversity Awards. For this assessment, students will choose a company (the word 'company' is used here broadly and can stand for a company, a business or an institution) from the winners from the last three years of the Australian HR Institute (AHRI) diversity-related awards and produce a 5–7-minute video and accompanying Power Point presentation outlining and analysing the company's diversity-related strategies.

Assessment Description

The link below is where students can find more information about the AHRI Diversity and Inclusion Awards:

<https://www.ahri.com.au/events-and-networking/ahri-awards/2021-finalists>

There are four categories of awards listed below. Students must choose a finalist **from one of these categories**:

Award Categories

- Aboriginal and Torres Strait Islander Employment Award.
- Graeme Innes Disability Employment Award.
- Michael Kirby LGBTIQ+ Inclusion Award.
- Inclusive Workplace Award.



For this assessment, students are to address the following questions:

1. **Company context and choice of a diversity group.**

In this first section, students should provide a short overview of the company. As part of this overview, students should explain why this particular diversity group was identified as the company's focus and how it connects with theories discussed in Weeks 10-12?

2. **Details a minimum of two (2) specific initiatives**

Students should detail two initiatives implemented by the company to address the disadvantages faced by their nominated group.

3. **Analysis of the overall company's approach to their diversity category**

In this last section, students are to explain how the company was successful in addressing the organisational and leadership related diversity challenges they faced.

LO1:	Analyse the key features of emotional intelligence and cultural intelligence, as well as one's own strengths and weaknesses in relation to EI / CI.
LO2:	Apply the concepts of emotional and cultural intelligence to the modern workplace, and the implications for leadership, teams and for transforming organisational cultures.

Assessment Instructions

Students should include a **minimum of five (5)** references on the **Power Point slides** (7 to 9 slides) to support the content of the presentation:

- Three of these five references must refer to relevant academic theories that have been covered in Weeks 10-12.
- The remaining two or more references can come from contemporary business articles, news items and/or comparison websites.

Please refer to the Assessment Marking Rubric to assist you in completing all the assessment criteria.

How to submit.

The PowerPoint slides should be embedded into the video. Therefore, students submit one video via MyKBS.



Important Study Information

Academic Integrity Policy

KBS values **academic integrity**. All students must understand the meaning and consequences of cheating, plagiarism and other academic offences under the Academic Integrity and Conduct Policy.

What is academic integrity and misconduct?

What are the penalties for academic misconduct?

What are the late penalties? How can I appeal my grade?

Click here for answers to these questions:

<http://www.kbs.edu.au/current-students/student-policies/>.

Word Limits for Written Assessments

Submissions that exceed the word limit by more than 10% will cease to be marked from the point at which that limit is exceeded.

Study Assistance

Students may seek study assistance from their local Academic Learning Advisor or refer to the resources on the MyKBS Academic Success Centre page. Click [here](#) for this information.

Assessment Marking Guide

Criteria	HD (High Distinction) 85%-100%	D (Distinction) 75%-84%	CR (Credit) 65%-74%	P (Pass) 50%-64%	F (Fail) 0-49%
Company overview and context (8 Marks)	A deep understanding of the company's diversity goals is demonstrated through the inclusion of the following: Clearly identifying the reason behind the focus on the particular type of diversity and its relationship with Diversity theories.	Mostly achieves the HD standard's requirements, with only a few achievable components missing, causing minimal negative impact on the viewer. The viewer has been mostly informed and interested in the required content.	Shows many achievable components of the HD standards but is missing a few achievable components, which causes comprehension strain on the viewer and/or lack of clarity about the required content.	Whilst this demonstrates a satisfactory grasp of the required CI theories, it causes an uncomfortable level of comprehension strain on the viewer and/or lack of clarity about the required content.	Lacks enough of the HD standard's requirements to demonstrate a satisfactory grasp of the required content.
Details a minimum of two (2) strategies. (12 Marks)	Explaining in detail the two detailed initiatives demonstrated by: Explaining in detail the two required initiatives, Explaining in detail how the two initiatives addressed the disadvantages experiences by the nominated group.	Mostly achieves the HD standard's requirements, with only a few achievable components missing, causing minimal negative impact on the viewer. The reader has been mostly informed and interested in the required content.	Shows many achievable components of the HD standards but is missing a few achievable components, which causes comprehension strain on the viewer and/or lack of clarity about the required content.	Whilst this demonstrates a satisfactory grasp of the required CI theories, it causes an uncomfortable level of comprehension strain on the viewer and/or lack of clarity about the required content.	Lacks enough of the HD standard's requirements to demonstrate a satisfactory grasp of the required content.

Criteria	HD (High Distinction) 85%-100%	D (Distinction) 75%-84%	CR (Credit) 65%-74%	P (Pass) 50%-64%	F (Fail) 0-49%
Analysis of the company's approach to diversity (12 Marks)	A deep analysis of the company's approach to diversity demonstrated by: Explaining in detail the reasons why the company was successful in addressing the organisational and leadership challenges within the company.	Mostly achieves the HD standard's requirements, with only a few achievable components missing, causing minimal negative impact on the viewer. The viewer has been mostly informed and interested in the required content.	Shows many achievable components of the HD standards but is missing a few achievable components, which causes comprehension strain on the viewer and/or lack of clarity about the required content.	Whilst this demonstrates a satisfactory grasp of the required CI theories, it causes an uncomfortable level of comprehension strain on the viewer and/or lack of clarity about the required content	Lacks enough of the HD standard's requirements to demonstrate a satisfactory grasp of the required content.
Structure and format, Academic sources (8 Marks)	Advanced level use of Video and Power Point slides demonstrated by: Flawless verbal presentation, the exact coordination between the video and Power Point slides. Advanced level use of research, referencing, paraphrasing, and choice of vocabulary.	Mostly achieves the HD standard's requirements, with only a few achievable components missing, causing minimal negative impact on the viewer. The viewer has been mostly informed and interested in the required content.	Shows many achievable components of the HD standards but is missing a few achievable components, which causes comprehension strain on the viewer and/or lack of clarity about the required content.	Whilst this demonstrates a satisfactory grasp of the required CI theories, it causes an uncomfortable level of comprehension strain on the viewer and/or lack of clarity about the required content.	Lacks enough of the HD standard's requirements to demonstrate a satisfactory grasp of the required content.

Kaplan Business School Assessment Outline