Hello Sally,

Thanks for your assistance with my previous writing assignments.

I respectfully ask your assistance again with another writing assignment. I must write a paper between 1,050- to 1,750-word summary to an executive leadership team. I'm asking assistance with ideas for an information paper; as the consultant facilitating the new software system implementation that was used during the Leadership Recommendation assignment you assisted me with, I’m noticing attitudes of the employees affected by the change may create a challenge for the change initiative. Some managers are efficient using the current system and think they should not have to adopt the new system simply because other managers are less efficient. Some employees think the focus on operational efficiency is a guise for management’s desire to micromanage employees and may lead to increased disciplinary actions. The human resource assistant and clerical staffs are annoyed because they must manually enter all information of each personnel file into the new system. My goal is to identify possible attitudes and emotions about the change that may impede success of the software implementation. I must also explain how individual personalities and values may affect employee behavior during the change initiative.

• Identify the potential employee attitudes toward the change initiative based on information derived in the XYC Foods.

• Describe the emotional response employees may have based on anticipated attitudes about the change initiative.

• Explain what behaviors may manifest from the assumed attitudes and emotions related to the change

initiative.

• Identify employees who may be active change agents based on personality information inferred from the personnel files.

• Identify employees who may resist the change initiative based on personality information inferred

from the personnel files.

• Describe how personal values of these employees may influence employee behaviors during the change initiative.

Below I provided the employees and a little about them leading to what type personality they possess. Some of the employees are super fantastic, while others need a lot of supervision. This leads me to believe that the change initiative involving the new software system should go fairly well.

**XXXX Store**

*Employee/Cashier – E.G.*

Very reliable, excellent with customers, customers love him, always willing to help out, good job keeping work area neat, very conscientious when it comes to safety standards and food handling, dependable, reliable, overall “meet expectations”. He’s honest, consistent, and predictable. Goal is to continue in his current position and job.

*Employee/Bagger – M.E.*

Often late (15 times), missed 18 days of work, personal appearance okay, does not like to ask for help, not dependable or reliable, overall met expectations, but a lot of areas where he “did not meet expectations”.

*Employee/Asst store mngr – S.R.*

Continues to work hard, filled in for store manager during absence, great with customers and co-workers, keeps work area neat, and follow all safety standards, honest, consistent, and predictable, extremely dependable, continuing his higher education, overall meet expectations with areas exceeding expectations.

**YYYY Store**

*Employee/Asst bakery-pastry – A.L.*

Always at work, very creative in administrative functions, created new office processes, taken on leadership responsibilities, excellent in keeping area tidy, excellent in following safety standards. Honest, consistent, and predictable. Dependable with very good interpersonal skills. Continues to develop new skills. Wants to stay in current job while aspiring to become a bakery manager. Overall meets expectations with areas of exceed expectations.

*Employee/Asst store manager – D.C.*

Overachiever in every sense of the word. Always come to work as scheduled, as a matter of fact, took on all of the scheduling responsibilities and did an excellent job. Created a new customer promotional program which increased the volume in an excellent manner. Leader of the asst store manager working group. He developed new layout for the store which made it look better and also made the store easier to clean. Honest, consistent, and predicable in a manner that created several suggestions for systems improvement. An excellent trainer of employees. He is very dependable to the point that the manager gives him increased responsibilities constantly. This is employee is ready for his own store, Overall he exceeded expectation in almost all areas.

*Employee/Cashier – M.E.*

Fourth year of perfect attendance, continues to set the standard for department. Excellent with co-workers with training and helping to implement new systems. Honest, consistent, and predictable. Very dependable with exceptional interpersonal skills. Has the potential to be a department manager immediately. Overall, meet standards with a lot of exceed standards in several areas.

*Employee/Assistant Butcher and Seafood –Q .S.*

Four years of perfect attendance. Calls customers when their favorite foods come in. Interacts great with co-workers, keep area neat and clean, and follow all safety precautions. Honest, consistent, and predictable. Dependable with great interpersonal skills. He is ready for increased responsibility to the supervisor role. This is his goal.

Employee/Assistant Bakery, pastry –T .T.

Three absences, one safety violation. Honest, consistent, and predictable. Would like to continue in his job, but no further aspirations. At most, a satisfactory employee.

*Employee/Bagger –T .E.*

Performance and attendance record is not to standard. Have really bad relationships with co-workers. Keeps his area neat and clean sometimes. Will not admit mistakes, attendance is constantly slipping. Not dependable, no interpersonal skills, and do not recognize self-development or appraisal. He is on a 60 day probation program which he feels is unfair. Overall employee does not meet the standards.

**CCCC Store**

*Employee/Bagger –B .E.*

No absences, ask the customers about their families. Interacts well with co-workers and keep area neat and clean. Honest, consistent, and predictable. Excellent relationship with customers, would like to be a cashier. She would like to have full time hours are she will need to look for another job. Overall exceeds standards.

*Employee/Stocker –C.D.*

In first 13 months of employment, missed 14 days. Very courteous to customers and works well with co-workers. Not very neat and clean, but follow safety rules. Honest but not consistent and predictable. Not dependable, but gets along well with others. Does not respond well to criticism or assignments outside of job description. Employee does not meet standards.

*Employee/Cashier –S.N.*

Over a period of three SN, missed 12 days of work. Also during the year, she had three confrontations with customers, she also became very confrontational with co-workers while refusing to help others. Her appearance along with her manner of dress has declined. She has not been honest, consistent, and unpredictable. She has been caught in several lies. She is not dependable and lacks the interpersonal skills to deal with people. Most of her problems started three months ago due to personal problems. She feels it’s unfair to receive such a bad performance review at this time. Overall she did not meet expectations almost to the point of being fired. She is now on probation.

*Employee/asst, butcher and seafood –E.D.*

This employee has displayed the ability to be a team player in all phases. He’s excellent with customers and co-workers alike. He is very clean and safe on the job. He is honest, consistent, and predictable. He volunteers for special projects and never misses a schedule. He doesn’t create conflict and works well with others. Great progress on seafood during the year. Excellent employee, but lowest paid in department. He loves his job. Overall, he meets expectations with a lot of exceed expectations in some areas.