These were the choice I had and I choice the highlighted ones

Reinforce team-based structures and decentralize responsibilities

Improve workflow efficiency and employee interaction.

Improve operational efficiency and production standards.

Improve organizational effectiveness and employees well being.

It stated that I was running into trouble that my strategy to improve competencies, invest in technology and reengineer processes helped synergetic “unfreeze” and grow however several hurdle appear during implementation. A situation has developed a project worth 2 million was in the pipeline has finally come in and I didn’t have enough skilled employees. Is training the existing resources a good idea and can synergetic affor to hire highly paid specialists?

My strategy was to focus on specialist hire 3 with relevant experience and certifcations in network design solution.

And

Restructure compensation package offer incentive for improving performance at a cost of 100,000.

Then stated my strategy to improve competencies, invest in technology and reengineer processes will support the employees to perform new function better. The decision to assess competencies and enhance skills sets helped us frame realistic targets for change and overall made the right decision to unfreeze our organization and move forward the changes.

Productivity target 4.00% actual 4.65%

Absenteeism target 2.00% actual 1.00%

Revenue in the $000’s both target and actual was just a little under 7500.(end of September)

Structure

I had a choice of reorganize the organizational structure and hierarchy

Redefine the office layouts

Invest in new technologies and tools

Improve employee’s skills and competencies

Running into resistance

As I began to executing strategy to invest in workflow automation tools and establish work processes I realized the strategy was off the mark several problems appear

The recent status report meeting was quite stormy they wanted me to know why so many projects were behind schedule some of the project team leaders had been reporting back to their functional heads crucial decision and schedules have been neglected

A major rift between the team leader and their functional heads is in the making so what do I do

Chart a restructuring plan with functional heads, realign employees in project team and hold meeting to communicate the changes and address employee concerns cost 120,000

Focus on organizational compliances identify skill gaps chart out training schedule and budget than declare incentive for improving crucial competencies and exceling in training programs cost 110,000

Productivity target 4.00% actual 4.65%

Absenteeism target 2.00% actual 1.00%

Revenue in the $000’s both target and actual was just over 7500 and under 10,000.(December)

Poised for growth

Was to improve employee competencies create a job rotation program give specialist the responsibility of competency growth and announce performance base compensation package cost 115,000

Innovate in processes and procedures set up process improvement forums and offer rewards for innovation in processes cost 185,000

My strategy for the quarter was recovered and remedial action plan was success at the end of march was Revenue in the $000’s both target and actual was just over 10,000 and under 12,500