

High performance

Business



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High Performance The firm convincing reports exemplify an escalation trend for the past ten years of operation. However, gauging it against the demands of the international market, the company has to heighten its performance, especially the workforce and its budget. This is via establishing adequate and effective measures of developing its human asset and a rewarding system meant to tract employees' performance. Hence, preparing for its future's global debut where it will be able to handle competition emanating from the similar operating corporations. In attaining this, the company should institute efficient ethical standards, which will boost its general performance and especially those of the executives, since approximately 90% of the corporation's future leadership/management will emanate from workforce already evident in the firm.

Despite having shown significant progress for the past ten years, the company lacks the necessary requirements which are key aspects prior venturing into the international market. These requirements are mainly resources that entail both human and physical assets, for instance, adequate funding (AMA, 2007). The company ought to establish an effective mechanism directed towards identifying high performing employees and rewarding system. Since an executive normally assumes the center role in enabling an organization to reach and establish itself in the competitive global market, a slight fault might yield to its collapse if its management is incompetent (Kimberly, 2008). Besides, the firm should concentrate on internal operations while correcting the evident inadequacies like evaluation of their workforce performance, motivation, augmenting budget and managerial training. This is because during expansion to the global levels, it will utilize almost 90% of its management besides incorporating extra

experienced international executive. Hence, reducing numerous wrangles and divisions that are currently evident amid the workforce where some are contented with the firm's current position (AMA, 2007).

In addition, the firm must institute extra consistent strategies aiming to reach the international standards and dominate the arena, which is contrary to the current state (Scott, 2003). This will enable each to undertake all the aspects seriously because the firm's philosophies are in line to their strategies, hence, no confusion. Besides incepting adequate policies meant to augment its budget in preparation for international venturing, the firm needs to start developing its personnel. This will be both in skills and in setting clear ethical standards that will catapult its general performance to equal international market (Kimberly, 2008). Consequently, it will enable it to be able to compete with the same operating corporations that may pose as a threat since they are new in the market.

References

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