

# Research paper on manager response memo

[Technology](#), [Development](#)



## **Purpose of large system interventions and how individuals are affected**

Firms operate in dynamic environments. Kudler Fine Foods is not an exception to this fact. Therefore, it is necessary to appreciate the need for change within the whole organization. Large system interventions are the process of including an entire organization in organizational development. This is because developing an organization using small groups has proved expensive and time consuming. However, with increased global, competition, there is a need to adapt to changes fast enough in order to gain competitive advantage. Large system interventions involve all stakeholders within an organization. It is essential to include everyone during organizational change process. This is because people can give data and information relating to their perception on the functioning of the organization. These information helps is important as it is used to determine how the system views itself. As such, large system intervention makes what is deemed as a public problem to be solved. Consultants now have methods for working with an entire organization at a time.

Large system interventions have positively impacted on individuals through various ways. Firstly, large systems interventions bring people together. This promotes team work and enhances positive relationship between workers. As such, employees are able to relate to each other well and in a more professional manner. Secondly, large system interventions motivate employees as they are included in the process of organizational development. Employees feel part of the whole system. This is because through large system interventions, data and information is collected from

various stakeholders. Therefore, everyone is given a chance to air out his or her perception towards an organization`s operations. This in turn motivates employees who feel appreciated. Further, large system intervention ensures many issues are solved at a time. Thirdly, large system interventions can be employed in different environments, both simple and complex. This enhances flexibility and efficiency in organizational development which would otherwise be expensive and time consuming.

## **How coaching accommodates personality or individual differences**

In any organization, employees differ in personality. The different personality are clearly realized from one`s behaviour, attitude, beliefs, and values. From Myers-Briggs indicator, there are five different factors of personality. These include openness, conscientiousness, neuroticism, agreeableness, and extraversion. These various factors of personality explain the reasons why people react differently in similar situations. Nevertheless, there is a significant need to ensure some level of uniformity in an organization in order to achieve the core objective which in most cases is profit maximization.

Coaching is a continuous process in an organization. The main aim of coaching is to motivate, direct, and ensure behaviour change amongst employees. Therefore, coaching ensures productivity through enhancing employee competence and confidence. It is essential to determine the root cause of behaviour change in an employee while carrying out coaching. This is because one`s behaviour and attitude significantly influences his or her performance and general contribution towards a firms` productivity.

Therefore, Kudler Fine Foods should make use of coaching in order to accommodate personality and individual differences. Through coaching, personality tests can be conducted on an individual. This will help him or her actualize him or herself. Personality assessments are used as a basis of developing a closer relationship with an employee. A clearly laid action plan can then be developed by a coach. In addition, through coaching, employees can be motivated to appreciate different personalities. This can be done through making them aware of the existence of different factors of personality. Further, coaching within an organization is essential as it makes one aware of his or her personality. Many individuals are never aware of their personality. This makes them not to make use of their full potentials. This in turn inhibits maximum productivity which adversely affects an organization.

### **How concepts relate to the overall strategy**

Kudler Fine Foods` strategic plans are geared towards being the best gourmet foods which offers the best wine and dishes. Kudler Fine Foods also aims at establishing branches in high end cities that attract more customers. There are various concepts that relate to overall strategies within an organization. These include marketing concepts, leadership concepts, and strategic concepts. There are four main factors that influence leadership concept. These include situation, communication, followers, and leader. Leaders must have honest and true understanding of who their followers are, and what they can do. This is essential as the leaders will be able to inspire their employees to carry out their duties in the most effective manner. In addition, communication is important since it can be used to build an

effective relationship between employers and employees. Effective communication is also important since it is through communication that employees are encouraged to appreciate and comprehend changes within an organization. Further, through communication, employees are able to air their grievances to managers. This enhances productivity since challenges are addressed in time. In general, an organization`s productivity is highly influenced by the kind of managers it has. This is because managers can motivate or demotivate employees. Therefore, Kudler Fine Foods should continuously develop its managers so as to maintain efficiency and productivity.

Marketing concept relate to the overall strategy as it enhances production of desired products. Kudler Fine Foods desire to develop an attractive website so as to attract high end customers. Therefore, it is important to apply necessary marketing concepts in order gain a competitive advantage over its competitors. In order to realize its strategic plans, Kudler Fine Foods should carry out SWOT analysis. This will help in assessing which areas require immediate attention. Further, SWOT analysis is important as it enables an organization to gain from its strengths.

## **Summary**

Large system interventions bring together an entire organization with an aim of effecting necessary changes. A large system intervention not only has positive effects on individuals, but also reduces costs of effecting changes. Further, it reduces time wastage since many issues within an organization can be tackled at the same time. In addition, large system interventions motivate stakeholders such as employees and customers as they are

included in organizational development. On the other hand, coaching is useful in accommodating different personalities and individuals. Coaching, a continuous process, can be used to assess an individual's personality. This enhances self-actualization and realization. Further, employees can be taught on the essence of appreciating different personalities through coaching. This in turn enhances positive relationship within an organization. Lastly, there are various concepts which relate to an organization's overall strategies. These include marketing and leadership concepts. Managers should ensure effective communication within an organization. In addition, managers should know their employees well. This motivates employees since they feel appreciated. Further, managers should be able to motivate employees to work hard towards realizing set strategic plans.

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