

River woods plant manager case

[Business](#), [Management](#)



Would you recommend an internal or external candi River woods created a committee specially tasked for the purpose of recommending a potential internal or external candidate. As a representative member of the committee I chose to apoint an internal candidate. An internal candidate is more suited to the overall improvement and actions execution in the organization.

There are number of reasons and factors based on which the internal candidate is advocated for on account of preference. The first is the fact that the employee has already spent considerable time in the organization, and as a result his responses will adapt to the trainings, guidelines, and improvements much more easily (Whetten and Cameron).

The overall organizational performance and work comes along in the form of progress and development over an incremental process. Secondly, the fact that the internal employees associated would find it easy corelating to the already existing employees and members within the incumbent organization.

Internally, it would serve as a motivation and would send out a positive message regarding the organization in terms of its working and providing for the oppportunities to the individuals that deals with the better future prospects in the longer run. An analogy of powerful parents is presented where the parents are termed as the top heads in the organization, finally, the previously existing good chemistry between the members of the organization lead to effective outcomes and increased productivity rates when it comes to appointing an internal candidate against a given task.

References:

Whetten, David A. and Kim S. Cameron. *Developing Management Skills*.
Pearson, 2011