

# Achieving synergy at fligh high

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



The paper "Achieving Synergy at Fligh High" is a wonderful example of a management essay.

The workforce is currently fragmented into different groups which are impeding the firm from achieving synergy. Synergy occurs when the creation of a whole is greater than the sum of its parts (Schermerhorn & Hunt & Osborn, 2003). The new managerial staff has to earn the trust of the employees in order to achieve radical change at Fligh High. A way to start implementing changes is by planning weekly meeting with the entire staff of employees. These meetings would take place every Friday for one hour after working hours. The employees would be paid three times their going rate for attending the meeting. No employee would be forced to go to the meeting, but if they attend they would receive the financial reward of an hour of overtime paid at triple the hourly rate. These meeting would take place for a period of three months. The manager should hire a consulting firm that specializes in employee motivation. Due to the lack of trust between the employees and the new managerial staff the consultant would serve the role of a mediator. It would much easier for an outside consultant to retrieve data and information about the internal problems because the employees would be more willing to speak to an outsider than to the manager based on the company current business environment of hostility and lack of trust. A third initiative is for the management staff to design a special intranet for internal communication among employees. The use of the system would allow the employees at any time to communicate with the managerial staff to express their concerns, ask questions, or simply provide valuable feedback. These three initiatives would help improve the internal communication at Fligh High

and begin to create a bond of trust between the managers and the employees.