

Human college essay



**ASSIGN
BUSTER**

In order to make the discussion of management and its various concepts we will employ a fictional organization, LOLA Fitness and Wellness, to demonstrate how each of the abovementioned components relate. Welcome to LOLA Fitness and Wellness! We are more than a gym, our state-of-the-art facilities house the latest fitness equipment from TRX trainers to an in-house Cross-Fit studio to over 40 different group exercise classes offered at our three Seattle-area studios weekly!

It is our mission to empower a healthier you through incorporating fitness and wellness as a part of your everyday life.

LOLA Fitness and Wellness is a for-profit organization with a staff of 50 and operating at three separate locations in and around the Seattle, Washington metropolitan area. LOLA Fitness and Wellness is composed of a group of dedicated and passionate trainers, instructors, therapists, wellness and corporate professionals who are determined to provide individuals with an improved life.

We operate within our Code of Values to guarantee that all of our member's progress nearer to the person they want to become and attaining the objectives they seek to achieve. We specialize in restorative fitness, wellness, and therapeutic programs customized to a person's ambitions and desires. We accomplish this by crafting appreciation, which allows people the autonomy to select a healthier life.

This is completed one step at a time, giving the client an opportunity to acclimate to the changes, both emotionally and physically.

We motivate our clients to make modifications in their lives towards better health, whatever that may mean for them. At LOLA Fitness and Wellness we are invested in our clients and endeavourer to exceed expectations of what they want and need. We care bout them as individuals and are pleased to see transformations of a client’s body, belief systems, and ultimately, their lives. At LOLA Fitness and Wellness, our Code of Values are comprehensive but they ensure that the services rendered exceed the expectations of our clientele and set us apart from our competitors.

Our offerings of personal training and group exercise classes, including Mind and Body classes, coupled with our therapeutic prefab and rehabilitation therapy from certified trainers, and our wellness services from licensed massage therapists, psychotherapists and nutritionists, LOLA Fitness Wellness is a all-inclusive health and wellness provider.

Code of Values OWNERSHIP An environment of high autonomy and accountability. INTEGRITY “ People with integrity know that they aren’t perfect and that sometimes in this life it’s not possible to avoid disappointing or hurting others.

Because of this they are able to forgive and they recognize their own need for forgiveness” (Robinson, 2008). FREEDOM We offer people the freedom of choice to live their lives to the fullest. EXCELLENCE We are dedicated to quality and take personal pride in all the services we provide.

TEAMWORK We are both team players and team leaders by doing whatever it takes to Stay together and achieve team goals. Together Everyone Achieves More is our T. EAI. M.

Motto.

HEALTH LOLA staff and executives make healthy living a top priority and we promote the same for our clients. All of our facilities are smoke-free plus we offer weekly and monthly Meet-Up groups aimed at Living Green, vegan and vegetarian diets, and alternative wellness formats including chi-gong Erik, and meditation. COMMUNICATION “ Increasing the efficiency and impact of both internal and external immunization can improve team morale while elevating a organization’s standing in the eyes of its customers” (Taylor, 2014).

TRUST LOLA Fitness and Wellness staff trust each other and extend that same trust to clients, always thinking the best of them unless they prove otherwise. FUN “ Your sense Of humor is one Of the most powerful tools you have for coping with any source of stress in your life.

When you’re able to find a light side of deadlines, conflicts and other aspects of your job-? especially on the tough days-? you have a tool for letting go of the frustrations and upsets of the moment” (McGee, n. .).

ACCOUNTABILITY Offers friendly competition for LOLA staff and our clients as well as encouragement from trainers, therapists, and colleagues, The basic planning process at LOLA Fitness and Wellness utilizes a seven-part initiative: setting objectives, analyzing and evaluating environments, identifying alternatives, evaluating alternatives, selecting the best solution, implementing a plan, and controlling and evaluating the end results (Plunked, Allen, & Attune, 2013). The executive and upper-level

management team sets the objectives for the organization by establishing targets for the short and long-term future of the business.

During the second step of the planning process upper-management uses recommendations from first-line and middle management to analyse the current state of the LOLA Fitness and Wellness as it relates to both the internal and external environments of the facilities. During this step the overall running of the business is examined and evaluated with other fitness and wellness business. When identifying alternatives the staff at LOLA Fitness and Wellness construct lists of possible procedures that will best enable the organization to reach their specific accompanied goals.

Following the identifying of company alternatives it is imperative to evaluate the new changes made to the company to ensure that they are producing as planned and working towards the overall goals of the business. In the case of LOLA Fitness and Wellness, the implementation of Meet-up (a popular online activities website) groups targeting Living Green, vegan and vegetarian diets, and chi-gong, Erik, and meditation were evaluated 3-months after their inception to assess success and member participation to determine if this alternative yielded success.

In Step five of the planning process upper and middle-management selects the best solution for the company; after evaluating the various member programs and activities it is important to come together and choose the best resolution for the company and permanently implement it.

Implementing new directives comes about in step six of the process; after determining what choices will yield the best results for LOLA Fitness and

Wellness the next step is deciding what employees and departments will be involved in the changes, what resources are required, how to move forward with evaluation for the new alternative, and how reporting will be handled.

The final step in the planning process involves controlling and evaluating the results to confirm that the plan is “proceeding according to expectations and making necessary adjustments” (Plunked, Allen, & Attune, 2013). When developing and executing the planning process it is important to have an understanding of the three levels of management and how they each interrelate for the overall success of the company. LOLA Fitness and Wellness is dictated by three distinct levels of management: top, middle, and first-line.

Upper-level management comprises the top executives in a company, at LOLA these positions are held by the president/CEO, COOP, COO, and the CIO and they are responsible for developing the company’s vision and making the executive decisions that affect the organization’s future. Top managers also “rely on input from mid-level managers to determine what direction the company is heading and if any changes need to be made” (Lewis, 2014).

Middle managers cultivate ideas to carry out top-management objectives. Organizing and staffing efforts modify the company structure, increasing or decreasing the numbers of positions and people, in line with top-management guidelines, at both the middle- and operating-management levels” (Plunked, Allen, & Attune, 2013). At LOLA Fitness and Wellness middle management is comprised of the UP of Accounting, UP of Marketing, Fitness and Wellness Director, UP of Technology and the UP of Customer

Service & Human Resource. First-line or first-level managers are the individuals that interact with a company's customers, clients, and entry-level staff during their workday.

At LOLA Fitness and Wellness the first-line manager is the Assistant Fitness and Wellness Director and the first-line staff includes our personal trainers, group exercise instructors, wellness educators and front desk staff. Quality, productivity, and profitability are important elements in the planning process for organizations. A 1999 article published in the professional journal *Management Decision*, asserts that: Strategic quality planning should focus on results.

However, it is necessary to also analyze the processes that produce the results. By focusing on processes rather than results, the processes can be improved to achieve better results.

Effective strategic quality planning involves the people assigned the responsibility of executing the quality plans in the planning process. Successful strategic planning aligns all departments of an organization, enabling them to function as a complete system in addressing the key objectives. (p. 499-502).

According to 2009 article published in the journal *Contemporary Management Research*, “ quality measurement, benchmarking in particular as well as employee focus, supplier relations and training appear to be of primary importance and exhibit significant impact toward productivity and profitability” (Artist, Mad, & Muhammad, 2009). At LOLA Fitness and Wellness the link between quality, radioactivity, and profitability are

demonstrated in the ways in which upper- management execute certain policies and procedures or quality standards that can affect the profitability of the organization.

The middle managers at the organization are tasked with a variety of objectives including short-term goal attainment and marketing of the business and if either of these responsibilities fall short, so too can the overall profitability of LOLA. Even first- line managers and staff can affect the profitability Of the organization if an issue with daily production or scheduling fails to produce the anticipated venue for the business. Human resource planning is a vital element in the overall organizational success of LOLA Fitness and Wellness.

The UP of Customer Service & Human Resource at LOLA is responsible for conducting job analyses to determine which positions are needed or unwarranted for the organization, then “ construct plans to expand the company’s employee roster, maintain the status quo, or reduce the number of jobs” (Plunked, Allen, & Attune, 201 3), to make the organization most effective.

There are four specific activities related to human resource planning: job analysis, human resource inventory, human source forecasting, and inventory and forecast comparison.

A human resource inventory “ determines who are on board, along with their current qualifications and future prospects... Human resource forecast is based on both short- and long-term plans and strategies for the company’ (Plunked, Allen & Attune, 2013). Finally, the human resource department

makes an assessment between the inventory and the forecasted needs of LOLA Fitness and Wellness to determine if reduction, expansion, or keeping the existing state of affairs is best for the organization.

Human resources in turn acts as the foundation for all things staffing within the organization, it is an utmost critical component in the development, continuation and future of the business. The executive management at LOLA Fitness and Wellness employs eight creeds within their philosophy of management, to best manage, operate, and interrelate to staff and customers:

- I. Leadership: The best managers are leaders Successful managers are more than administrators, controllers or followers, they are innovators, creators and leaders.

- II. Ennoblement: Employees should be positioned for success Our employees require variability, learning opportunity and additional responsibilities. Failing to provide these can result in decreased morale, apathy or worse.

It is our responsibility to position people for success. III Fairness: Employees must be treated fairly and honestly People deserve to be treated with respect and honesty, period. IV.

Power: Effective managers recognize the authority available to them and use them properly V. Communication: Expectations and goals must be clearly set The best managers will clearly communicate expectations of their team and of themselves while still giving employees the freedom they need to get the job done.

VI. Quality: Effort does not equal effectiveness and quality of work is more important than hours worked. At the end of the day the output and intent is what should be judged.

VII. Positivist The best leaders are also positive thinkers, positive reinforcement goes a long way toward employee morale and work drive. VI II.

Adoption: Never be afraid Of change, even to your own management beliefs. Controlling as a management function serves as a “ process of monitoring performance and taking action to ensure desired results. It sees to it that the right things happen, in the right ways, and at the right time” (University of Houston, n. D.).

The control process consists of of four steps: establishing performance standards, these standards help determine and observe productivity and quality efforts; measuring performance, this can be done in real time or after its' happened; comparing measured performance to established standards, this is done to determine if remaining with the status quo or taking corrective action is required; and taking corrective action, which occurs when a deviation transpires and requires modifications to the aberration (Plunked, Allen, and Attune, 2013).

Three types of control are maintained within the control process and they are afterwards, concurrent, and feedback controls. “ Afterwards control is a type of control that takes place before a work activity is done. Concurrent control is a type of control that takes place while a work activity is in

progress. Feedback control is a type of control that takes place after a work activity is done" (LEGAL, 2003).

This paper examined the various functions of modern management from important elements in the planning process.

It also evaluated human resources while analyzing the philosophies of management, and concluding the steps of control and types of controls included in the control process for LOLA Fitness and Wellness, as well as other businesses.