

Aline deneuve case study

Business



Denude was assigned to organize a company retreat for the Montreal branch after the one she set up for the Calgary branch was a big success. Alien is shocked that most of the employees have low morale and not interested in a retreat after the first one was a big success. Since she was promoted as the new director of training and development at Consolidated Inc. She must find out why the morale and interest level of the employees is so low and how previous management could have let this happen.

Case Analysis

Heather, the first employee she interviewed who is an administrative assistant, did not like the supervisor because of his dislike of foreigners. This might be the case because Heather wasn't given a Job promotion so she blames it on his dislike of foreigners. This can be to blame because of her confirmation bias therefore Heather is screening out the fact that the decision was made that Heather was Chinese, not that it is the best choice for the company. Due to this, Heather has taken a lot of days off and the supervisor views this as not caring about the company.

Heather also told Alien that a retreat wouldn't make the company closer and wouldn't be better for the companies anti sociality.

Collimated Inc. Uses a no tolerance approach on its employees and this prevents its employees from getting close. Lack, the companies certified accountant also believes that skin color was the reason Alien got a promotion over him. Just like Heather, his views would be a lot different if he got the promotion. Jack also thinks that if the retreat was more concentrated on strengthening the security, it would benefit the company even more.

In the interview, e mentioned to Alien that employees were taking office supplies home and that security was not tight enough. Ere next employee Alien interviewed was June. June is the Customer Service manager. June complains that there is an overload of work on her plate and the company has promised to hire more people but has not followed through, even after 5 months. June is getting burnt out. Because of this she dreads going to work everyday and if nothing is done to help the situation, she will eventually snap.

The senior staff should listen more to their employees and not have such a gap on each there's views.

Alison, the fourth person that was interviewed is an employee Benefit and Service Supervisor. In the interview she told Alien how she felt uncomfortable in the conversations that went on in the previous retreat. She was being hit on and seeing people within the company dating. She believed this could really affect the company's success if something isn't done about the inter-staff dating.

Ere last person interviewed, Richard, was happy about another retreat because he Nas able to hang out and talk to senior staff. This was the only person happy with how things were in the company.

Out of the five interviews, only one out of five was happy with the situation within the company and this must change if the company wants continued success. Alternative 1 Alien should go ahead with the retreat and take into consideration the recommendations made by the employees interviewed and

make it a bi-yearly event. This would make the employees closer and feel better.

Also, to make sure to end the inter-company relationships, Alien must send an email to the whole company stating that these behaviors are unacceptable and will not be tolerated.

The hiring process also needs to be revamped. They must be vocal with employees that are not hired to make sure that any assumptions such as hiring based on race are not there. This way the employees will not jump to any conclusions. Alternative 2 Alien should cancel the retreat all together and focus on boosting the companies morale.

She should listen to all employees and try to cater to their opinions. When she knows her staff dreads to come to work everyday, her job can be very tolling on err.

She needs to use the points from her five interviews and try to implement them as best she can. Conclusion or me, alternative 1 seems to be the best option for Alien. She can't lose sight of NH she was brought to Montreal in the first place, to make another retreat. She must firstly work with management to buff out any issues brought up in her interviews and that will lead to a boost in morale before the retreat.

With all this done, the retreat will be a success and do what it was intended for; bring the company closer to make more success.