

# Improving performance and effectiveness of your company

[Business](#), [Company](#)



A year ago, the administration has met the top eight managers of the company for a thorough departmental evaluation. The conference yielded outstanding overviews of where the company is, where it should be going, and how it can get where it should be. Each department head devised a plan on how to contribute to the vision of the company, which each department was able to materialize.

A year later and the goals have been met. However, the overall state of the company stayed the same. If it moved forward at all, the move was too little and subtle to affect the company vigorously.

This is why the management has decided to create an action plan which will homogenize the departmental plans that were created and now being observed so that the positive effects aid the company in moving forward.

EXAMINATION OF THE VARIABLES

The initial evaluation made by the managers is sufficient to zero in on department-specific issues and concerns. Initially, these issues and concerns of the individual employees and the small group (departments) were considered the best determinant of the company's progress meter. From these evaluations, the managers identified the problems and devised ways of solving them.

Likewise, they uncovered opportunities that were not used before. Lastly, action plans have been created. While the managers succeeded in their implementation of their action plans, it did little for the company. The company remained stagnant as a whole even if the departments soared at meeting goals and exploiting opportunities. Solving problems, Meeting goals

One important aspect of the process was identifying the problems in detail

by specifying those which bothers each department. By looking into the details, the managers ensured building a strong foundation for the company.

It is also by looking at these minute problems that the bigger ones are avoided. With a better foundation, a company is stronger and small problems are sure to not affect it. The identification of problems led to an evaluation for coming up with solutions. This further resulted in slating several goals which will keep the employees focused. Goals are important as it unites all the different activities that happen in the background of the company. The goals of the company became the guide line for the employees and managers alike. Opened opportunities

The evaluation also enabled the opening of opportunities which the departments have not identified before. By looking at these opportunities and exploiting them, the company was able to minimize the wastages. The opportunities also helped maximize the advantageous edge that the company already enjoys. Heterogenous However effective the departmental initiatives were, the problem was that the initiatives were definitive. Instead of helping the company as a whole, each department strived at achieving their own goals which were rather specific for their areas rather than focusing on the goals of the company as a whole.

Thus, the positive response received upon the action plan of the managers did little to grow the company. CONCLUSIONS The process, recommendations, and actions were good, but they were not good enough. The managers were effective on the task given to them, but putting off the focus on the company and concentrating on the areas was a bad choice.

Instead, the vision and mission of the company as a whole should be a chief consideration for all initiatives big and small. With this, every little inch in which the company grows will be monumental and evident.

#### RECOMMENDATIONS

It is worth for the initiatives of the managers to be carried on. Given that they have been effective in their respective areas, they should also be introduced in other departments in which they may also be needed; even though the need might not be obvious or immediate. To do so, another meeting with the managers should be called to order. Then, the managers will be prompted to share to the group the successes of their respective department. From these sharing, the managers will be encouraged to adapt the initiatives of another department that are not yet applied in their own area.

However, the initiatives that will be adapted should be fit to the department who is also adapting it. Meanwhile, marketing and advertising should be made available as well to boost sales which is primarily important for the business. EVALUATIONS A twelve-month recourse will be put into place, after which an evaluation will be made as to the progress of the company. If the company improved, the initiatives will be continued and even propagated with new ones. If not, a new proposition should be looked at.

One would be evaluating for problems in the company as a whole instead of by-area. The managers should also introduce new breakthroughs. Employee participation may also be encouraged later on, where the employees will be given the chance to voice out what they think and feel about improvements

that can be made to the company. Employee welfare will also be considered. With all the follow-up initiatives, a focal vision will give every action plan the effectiveness it needs. In return, it will also give the company the effectiveness it deserves.