

Report on company management

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



This computer software company is developing well and it is vital that this success is maintained. A large part of a company's success can be traced back to the staff and to how effective the company runs as a team.

In order to find possible organisations to support, I would consult the Australian Charity Guide website. It markets itself as “ Australia's most comprehensive list of charities” (Australian) and, having looked around at many sites offering similar, this certainly does seem to be both the most comprehensive and the easiest to use. Using their search tool, I am able to browse charities focussing on different areas. In this way, it made my search for environmental and community based charities relatively straight forward.

Initially, I would gather the staff together and have a meeting. I would give a presentation, showing the organisations that the company has chosen to support. I would then clearly explain the nature of the initiative, including how the system of donating a percentage of wages would work for each staff member. As many of the staff are not native English speakers, I would keep the presentation simple, and use pictures to highlight my main points.

Following this I would invite the staff to ask questions, and to see me individually to discuss their feelings about the idea.

As the staff are culturally and socially diverse, I would need to act with care in communicating with them. The presentation to the staff would be relatively formal, and then individual discussions would be structured with the individual's culture in mind.

If workmates are against the scheme and would rather not partake, I would respect their decision entirely. I would give them some printed information

both about the scheme and about the chosen charitable organisations, and make it clear that they are free to change their minds at any time.

Additionally, I would ask politely why they would rather not be involved in the scheme. It could be that, due to language or cultural barriers, they haven't understood the concept thoroughly. If this was the case, I would explain more clearly and ask them if they have any further questions.

Essentially, however, the staff are free to decide whether or not they would like to partake. No staff member would be treated differently if they chose to contribute than if they chose not to.

Three likely types of discrimination to be witnessed in this company are those based on sexual orientation, that based on race, and that based on ethnic background. For example, a member of female staff may be discriminated against because she is in a relationship with a woman.

Similarly, a black male of staff may be singled out and excluded by white male colleagues. I would endeavour to avoid any form of discrimination within my company. This might involve providing anti-discrimination training to staff as well as holding regular team-building days in order to help the staff to bond and be less likely to form cliques.

In order to add to the trust and confidence that my workmates have in me, I would make myself available to them. It is vital for them to consider me as approachable and fair. In order for the company to continue to be successful, the staff need to be united and working as a team, at all levels of the organisation.

Works Cited

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