

# B- advice that is realistic and relevant essay examples

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



## **Explain how each of the following would help to make change in the workplace successful.**

### **Communication**

Well developed communication allow employees to quickly and effectively share their experiences. As a result, personal best adapts to changes.

For the management of the company is very important to bring all the necessary personnel, the importance and advantage of the changes. Every employee needs to understand what is being done, how it is done and why.

### **Cooperation of all staff**

The best result always brings that staff who work in a team. Need to find common ground between the staff and encourage team spirit.

### **Consultation**

Must be open to any questions from employees. The employee does not have to be afraid or ashamed to ask a question. Management should be primarily interested in having the knowledge of employees much and much better. Besides, it is easier to work in a friendly environment.

### **Mentoring and Coaching**

This is one of the most best steps to adapt the changes. Coaching is an investment in your staff.

### **Use on of the following suggestions.**

\* Customers often complain that they cannot order goods online.

## **Working on your own, select an idea that would help improve the situation; you may have to invent some details.**

I think that the best way to solve this problem is to provide an online shopping. The company should create its own site with goods and services. The detailed answers on why so and how it will be worked will be given in the next chapters (see below).

### **Clarifying ideas to improve work practices**

A)

Well, we assume, that our company produces some good, which couldn't be ordered online. This situation is not good for our firm and it must be improved, as we are losing those clients, who don't want or unable to buy our goods through any other method. As our company is interested in every client, we have something to do.

B)

The idea how to improve the situation is to buy a site in Internet, where our goods will be able to order online, and hire experts, who will create and support the site. The advantages are: we now can work with more clients. The disadvantages are: we must spend some money to buy and to support the site, and if there will be a small quantity of online customers, our online project will be not effective.

C) To put our idea into action we have to:

- create an idea of how the site will look like and which functions will be able for customers;
- buy a site in Internet (domain);

- hire a web-programmer to create a site;
- hire or teach employees to support the site.

### **Advising on innovative work practices**

A)

We have to perform a strict plan how exactly to create the site and organize tasks for each employee in the company.

B)

My recommendation is to do a market research to determine the optimum price of domain, programmer services and support team salaries.

C)

The main risk of this idea is that our investment did not pay off. The cost of creating and maintaining a website could exceed the actual income growth from attracting customers to online shopping.

D)

### **Supporting implementation of change**

A)

Our company now able to sale the goods 24/7. This is a great ability of online shopping.

B)

Internet services are always full of different statistics information, and now it will be even easier to see, how many customers are using the site, how many purchases has been done, how much profit has been created by online shopping per period, etc.

C)

D)

The management should explain each employee, that this new option could increase the profit of the company. And this is the way how increase the wealth of all staff. That's why it is so important to learn and use the changes.

E)