

Implementing standard operating procedures, guidelines, and standards

[Business](#)



Another approach is that the team will employ cross-cultural adaptability since the firm is made of employees drawn from diverse social and cultural backgrounds. This will enhance the maximum realization of the SOP's benefits. The team also needs to take into consideration differences in organizational culture and employees' mindset on adhering to the SOPs.

To ensure that the implementations of the SOPs are successful, there is a need to ensure that our SOP's document contains well-thought-out and relevant safety and health issues. The Venezuelan firm will be softly persuaded to adopt our OSHA standards by not overselling our case using the persuasion principle of communication.

In relation to the communication principle of education and instruction, training and development programs also need to be initiated in a concrete and clear manner so as to train the Venezuelan employees on the importance of adhering to the SOPs. A formal training program will be adopted for the whole organization with close monitoring, supervision and evaluation.

The firm needs to ensure that each department is responsible for SOPs developed to make sure that they are enough to protect their laboratory workers who utilise hazardous materials.

For the SOPs to be successful, they should be founded on processes that

typically offer significant value to the stakeholders and customers.

Review and validate their existing SOPs for explicit process. They will be checked for relevance to the new process map. This will ensure that the SOPs will shift from organizational silos to one that cut across functions and departments.

The other approach is that the section heads will be obliged to the lead in consulting with their juniors and subsequently forward the completed SOP for review by the departmental heads, as well as the office managers. This is vital in creating ownership and increasing uptake (Pharmalink 2).

Focusing on key points and good flow, the firm you need to ensure that you create a good rapport with the surrounding community so as to ensure that the Venezuelan firm also adheres to their corporate social responsibility. In that respect, the team members need to develop active listening skills. Listening is considered a major element of getting feedback.

Deviations will be adequately investigated by using the root cause analysis technique. Where a procedure is noted to be a constraint, it will be amended via a change management system (Pharmalink 3).

Lastly, the team will ensure that while, in Venezuela, they avoid using slang and idioms, and select words that will convey only the most specific denotative meaning. Besides, they should respect the local communication's styles and formalities (Rowe 22-23).