Organization development

Business, Human Resources

XRS Laser Group XRS LASER GROUP Problems a. Macro The main problem that is so evident XRS LASER group is macho management, which is displayed by the project manager John Everet, who always distance himself from his minors.

2) The other major problem is a lack of teamwork from the group members that has always led to poor or no turn-up results by the members making the head of department pressure the managers to hasten the work.

b. Micro

1. The lack of a clear mode of communication between the management and junior members of the group

2. The lack of moral support from the management that demoralizes the junior staff as depicted by the act of the project manager staying aloof of his team and moving from one group to another making jokes.

2. Causes

1. One of the causes of the above problems, improper structures by the company so as to have streamlined communication structure to avoid the low morality of the junior staff members.

2. Poor management skill displayed by the project manager who was not serious on his undertakings. He goes on making jokes with other teams like a social butterfly instead of helping the instructor during team building exercises.

3. Lack of efficient way in which the outsider can make reports and possible follow up on the issues that they observe during their interaction with the staff members.

3. Systems Affected

1. Job performance and morale at the company has been brought its lowest level owing to the lack of good communication structures.

2. Retarded and low results turnout from the group members owing to the lack of teamwork among them.

3. Lack of a strong will by the management to help employees unleash their full potential and produce best results for the company due to poor employer-employee relations.

4. Alternatives

1. Improve the mode of communication to help the management understand better the needs of the junior staff. When there is streamlined communication between the management and the employees, no party feels side-lined resulting in a morale boost

2. Create a platform where the outsiders who were helping in retreat training can make reports and give recommendations on their observations so as to help iron out any arising issues affecting the teams.

3. Eliminate slothfulness through the introduction of performance contracts where individuals take responsibilities of their work, hence avoid such scenarios where the manager can joke around with the other workers instead of working with his team.

5. Recommendations

Improvement of the channels of communication where every employee stands equal chance as the management in contributions of ideas will help create a serene environment for both the management and employees. This also will create a good will-power from the management that in turn will help improve the performance of both the managers and also employees. Having

well-defined retreat structures where all teams are involved in team building exercises will help in ironing out any differences between workers and fellow and even managers. This will also help instructors feel free and give their best without having the fear of intimidation.