# I deal with a variety of issues.

I currently work in case management for a large governmental agency that oversees 15, 000 or more employees. The management leadership within the agency isn't on one accord with one. Another the seasoned employees treat the new employees like garbage, unless they can benefit something from the new employee. The environment is negative and filled with many conflicts. The issues in the agency are always present, majority of the new employees will keep to themselves, because going to upper management with a problem or issue you may lose your job.

That being said upper management lacks skills to deal with a variety of issues. Instead of finding a solution to the problem, upper management just goes to the corner and gossip. I believe the lack of trust, team effort and communication between upper management and employees are the cause of the agency issues within the government organization I work for.

According to Newstrom conflict, " is an interpersonal process that arises from disagreement over the goals to attain, the methods to be used to accomplish those goals or even the tone of voice used as people express their positions (Newstomr)The current organizational issues that are present within my work agency includes:-Trust-Communication-Team WorkWhy is trust between upper management and employee continuing on short supply? There is not a single right or simple answer, but there distinguishable high-level factors. Modeling behavior, as humans we tend to copy what we see. The upper management in the agency I work for don't demonstrate the actions they expect from others. Individuals can detect or know when someone is being not candid or sincere about what they are saying or showing through their actions. That's why communication is the key in any relationship and in my

work environment upper management displays disingenuous communication.

Team issues within my work agency have been fueled by the incapability to work together on various projects to attain specific goals, majority of the employees with in the agency are disconnected personally because of the communication gap. Diversity presents challenges for management to resolve (New)Workplace Analysis: Root CausesThe current upper management morals, values and ethics that taken place within my work organization are poor. All of the case management workers work independently, but each person serves a different unique purpose.

Even though we all work independently at the same time we're all an entire unit. One person created the case at registration intake and another case worker allocating funds and another case worker is trying to close the case. Managers should respond to a diverse workforce by building pride without devaluing others, empowering some without exploiting others and demonstrating openness, confidence, authentic compassion and vulnerability (New). The current upper management lacks the ability to manage. They don't encourage teamwork, self-discipline or even motivate us. Managers should have the capacity to exercise good judgement, think ahead, make ethical decisions and take into consideration the implications of their purposed actions (New). Communication within the organization I work for is tough, little feedback is received on individual performance. From.

What I have.  Observed, fellow employees have expressed their concerns to upper management with confidence. When the employees are finished

addressing their concerns, upper management points the finger right back at them. This has happened to myself. This causes lack of trust.

Workplace Analysis: ImpactThe impact results of upper management actions can lead to reorganization firing employees or employees quitting. Employees can start to feel careless powerless and also lose control. Communication should be high priority for upper management, because it helps everyone detect problems that can affect the agency. Engstrom Auto and Mirror Plant has what it takes to turn it around. Upper management will have to implement a plan that will boost employees motivation and maintain it.

They will also have to stay consistent to keep individual employees happy in their work environment.