

Management action plan

[Business](#), [Management](#)



M is an innovative global company with significant goals set for the future. MM has set aggressive sales growth goals over the next five years. These goals are to include: Sales Growth Portfolio of Goods - understanding customer needs globally New Customers New Products Increased Environmental Sustainability Reduce Air Emissions Reduce Waste Improve Energy Efficiency Develop Water Conservation Plans Fill 4, 500 new positions over the next three years to compensate for organizational goals MM has set organizational goals without the consideration of its workforce plan. M has not assessed the talent pool availability in all of its new global locations. It also has not fully grasped the correct way to fill these new positions With individuals that are well versed in the cultural differences in each new area. Aligning MM Business Goals with HER MM has a large deficit of workforce planning in all of its plans both locally and globally. Each individual business plan has not been aligned with the talent pools that are available in each area that MM currently operates in. " Workforce planning involves analyzing the workforce implications of a business plan and developing solutions to address them" (SHRUB, 2013).

To do this MM project managers and HER managers must answer the following questions: 1 What are the strategic goals of each new plan? 2. What are the competencies needed for each position? 3. What is the talent and conduct of our current employees? 4. What is the labor market availability in each area Of operations? 5. What is our gap between current capabilities and the needs? These questions allow both the project managers and HER managers to fully understand both the project and the personnel needs for these

projects. HER managers can develop proper job descriptions and utilize proper recruitment channels.

Depending on the location of workforce needs, HER managers will utilize several different methods of recruitment streams. These streams include but are not limited to: Internet Mass Media College Relations Referral Programs Direct Talent Scouting Special Events Next, MM must conduct a cost savings metric to analyze the benefit of having localized HER managers verses centralized or outsourced HER operations. " The cost savings metric will report recruiter fee savings realized verses the manpower costs to provide HER services in-house.

This can be cumulative for the year verses previous year or previous method, or can be reported as a prepare cost per time comparison metric" (Miller-Merrill, 2012). The need for localized HER managers is imperative. Localized HER managers are able to understand cultural differences in the global locations. HER managers will be able to tweak m's international vision and mission to cater to each individual location. " HER does not own change but rather facilitates it. By championing change, HER can increase buy-in, solidify support for change across departments and thereby increase the success rate of such initiatives" (SHRUB, 2013).

HER managers that are able to develop a strong vision and mission in ACH location will form a strong workforce base to meet the goals of the project managers. MM will then move to examine a thorough SOOT analysis for each of its locations. " SOOT is an acronym used to describe the particular Strengths, Weaknesses, Opportunities, and Threats that are strategic factors

for a specific company' (Olsen, 2010). The SOOT analysis will inform MM professionals of the best method to separate it from its competitors.

The SOOT analysis Will also enable MM professionals to recognize where they are already excelling over their competitors locally and globally. The SOOT analysis will also examine gaps in proper personnel that fully understand the economic, political, and regulatory needs at MM. MM must evaluate how its HER managers measure up to its key performance indicators. MM utilizes various key performance indicators to measure its achievement of its organizational goals. MM is a large conglomerate and it is difficult to narrow down the numbers to visualize how the company is doing as a whole.

Its vast size poses difficulties at all levels of management. MM has narrowed down its key performance indicators to a select few that are able to measure all areas Of business across the board and globally. Return on Investment " Using quantifiable metrics improves the credibility of the HER as a profession, and allows upper management to identify specific measurable ways that HER services benefit the organization" (Benjamin, 2014). HER managers are able to quantify information about specific programs that are started and maintained by the department.

If HER managers develop a newhealthand safety program, HER managers can quantify its effectiveness by associating the reduced costs in work related injuries. MM will need to develop an advanced training and orientation program for new hires. This ill decrease turnover and increase return on investment. This will be done by assessing the costs saved by

reduction of turnover, new recruiting, and training. This program will also increase ROI by acquiring proper personnel and reduce: Planning mistakes that can lead to larger initial investments.

Acquiring and training proper workforce personnel to understand local needs and customs quickly. Identify the needs of the local economy to offer proper products in different global areas. Selling the Portfolio MM strives to not only grow new sales but also selling its portfolio of goods. Sales techniques vary greatly globally. Despite the fact a growing number of firms now derive a large percentage of their revenues from global operations, our understanding of the means through which cross-cultural sales relationships are best managed is limited" (Hansen, Tanana, Willowier, & Gulags, 2011).

Localized HER managers are able to better understand the culture of the workforce. This information is able to be collected through employee surveys. The insight gained from the surveys will allow HER managers to assess how employees feel about their work-life balance. Proper examination by the HER managers in employee absenteeism, employee distraction, and employee motivation will also enable them to create a proper reward and recognition program. By gathering all this data locally and creating programs that reward the workforce appropriately will build a strong talent pool that believes in the vision and mission Of MM. Empowering ethical growth and inspiring integrity through collaboration, education, and stewardship of m's greatest assets - our people and our reputation" (MM, 2014). Environmental Footprint " m's environmental sustainability efforts thrive today inside this, large, global manufacturing giant because sustainability defines the way MM

wants to do equines" (Jackson, Ones, Dilbert, 2012). HER managers are imperative in developing a strong workforce that strives for sustainability.