

# [Creat a problem statement](https://assignbuster.com/creat-a-problem-statement/)

Problem StatementKudler Fine Foods needs to be able to have others who can step in and lead. With only having one person that is the leader will not allow for the success that Kudler Fine Foods is trying to receive. If Kudler Fine Foods is trying to strive for a corporation in California then one owner can??™t do it all. ? Step 1: Describe the SituationKudler Fine Foods has a situation where the owner Kathy wants to expand her store and build in other towns around California. She has a goal to open up a store in San Francisco, California.

With her goals and dreams in mind of opening up more stores in California she would need to have more managers. Currently she goes store to store on a daily basis to check in and work. She is the only person that deals with issues when it pertains to the company and she is the only one that is able to do order replacements of the inventory. Step 2: Frame the ??? Right??? ProblemKudler Fine Foods can go about this problem in different ways. One way is where Kathy only has one or two stores and that is it.

Second way, Kathy adopts a human resource department that will hire people to manage the store and work with Kathy on an executive level. Another way she can go about this problem is to train the staff that she already has and have them take on more responsibilities around the store. Kathy could also hire someone to take her place so she can focus on other things such as marketing her new stores that she building or the stores that she currently has. Not allowing others to take on more responsibilities when they can is not the right move by an owner.

As an owner she needs to delegate and right now she is working hands on way to much. If no one can function when she is not there, then that is a good indication she is doing something wrong. As an owner of a company, she needs to be able to sit back and make sure things can be ran without her which will enable her to focus on other problems in the business. Step 3: Describe the End-State Goals from a Broad Perspective of ValuesKudler Fine Foods does very well but if they truly want to grow and possibly become a corporation down the road they need more leaders. Kathy needs to make sure she has a human resource department which will allow more organization throughout the company. Not only will this provide organization to the company but it will also allow training new employees throughout the hiring process.

??? Training and development has positive impact on the individual, the organization and the nation. Human resource evaluation is defined as systematic collection of descriptive and judgmental information necessary to make effective training decisions related to the selection, adoption, value, and modification of various instructional activities??? (Kumpikaite??™, 2007). If Kudler Fine Foods took this envision of having more responsibilities for employees, which would give Kathy more time to make decisions and oversee other things. The way I look at it is, a business is like a team. There is no I in team. For Kathy to be successful at what she does and add more stores then she needs to give up a lot and make sure she is working with a team and not herself.

If she were to keep on thinning herself out she will end up making more mistakes because she would be way too busy to keep up with everything. Kathy needs to put one-hundred percent trust in her managers that she ends up hiring. If she doesn??™t trust them she will fail because without trust she will still be doing everything even when she has the right people in place to get the job done. Recognizing what needs to be done will enable Kudler Fine Food to have success pouring in and out of her stores.

ReferencesKumpikaite, V. (2007). Human Resource Training Evaluation.. EBSCOhost, 55(5), 29-36.

Retrieved August 2, 2010, from the Business Source Complete database.