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Insert Insert Grade Insert 18 October Staffing Issues at Candle Light Inc For success to be realized in any company, a lot of effort should be put in place to motivate and encourage the whole team. Realizing success in a company will mean good communication within the company. This means the information should get to the target with efficiency. Transparency should be an issue of concern for good performance to be realized. Leaders should encourage growth of skills within the junior workers, and this will serve to update their knowledge with the current world market. An organization will need to have visionary leadership in which members are made aware of the goals, mission and the vision of the company. Researches should be done on all departments. Senior management should come up with cross-functional teams that are set to improve the performance of an organization. This piece of work is a close look of staffing issues that cause collapse of companies.

The case used is Candle Light Inc., a company that trades in telecommunication, manufacturing and supply. The issues that affect companies are resultant of the leadership (i. e. strong or weak). Weaknesses of a company's leadership can be manifested in the reluctance in implementation of issues that arise within the company. Among the most prevalent issues that affect the staff of a company adversely are such like leadership vision and the vision of the company, team work failure, and lack of reinforcement of skills and knowledge, as well as poor communication.

Candle Light Company Inc. is threatened by a leadership that has no vision and has no commitment to the vision of the company. The board of directors is acting against a CEO who addresses the issues that threaten the company. In their lack of vision for the company, they manifest a level of lack of transparency for they retain the vice president of human resource and

administration who is less productive. They have failed to adjust their plans with the changing world trends. For example, they continue to retain workers that were trained many decades ago who have not refreshed their training. Refreshing would have made them more conversant with current trends of business within the world. The administration has not done any research that would identify the needs of their customers. The leadership has manifested lack of professionalism. They engaged in property damage when they failed to agree on a labor contract.

Team work has failed terribly in the staff of Candle Light Inc. Leaders such as the senior Vice president for human resource administration insists on his stand. He does not reason with other workers within the company. He uses his philosophy to suppress the junior workers and make them cowed to air their views concerning the company. The COO is an expert in his field but his relationship with junior workers is poor because he commands and controls them.

The company is said to have withdrawn its training on its workers some years back. The company has failed to realize the importance of reinforcing talents through training. This has caused depletion of the available talents by the factor of time. The workers who are introduced, although few, need to have some good knowledge and the existing ones need to upgrade their talents to meet the new challenges of time with much ease.

Communication breakdown in any organization will cause terrible failure. When information received is not responded to, it becomes useless. The first CEO was keen to find out the issues that were causing the decrease in productivity of Candle Light Inc. However, instead of taking a positive step to counter the situation they replaced him and never implemented his

recommendations.

Change is inevitable with progress in time. Resistance to change in a changing world can be synonymous with resistance to development. Candle Light Inc should address resistance to change, invest in workers training, improve on teamwork and invest in communication.