

# Student's post 4

[Business](#)



post Response to Edylen's post Your post offers a succinct and comprehensive review of the company's internal environment. The introduction and background information is also sufficient and develops a clear insight into the scope of the involved business. I particularly like your post's analytics that offers background information of an aspect before analyzing it. This approach not only informs the audience, but also guides you by highlighting the components that should be analyzed. Your review the concepts is also accurate and this validates your analysis. Your highlighted elements of a vision statement for example correspond to Flint's definition of a vision statement and therefore offer a basis for reliable analysis (2013). Your analysis of the business to derive its suitable mission and vision statements also identifies your competence and level of rationale. I also concur with your recommendation of a motivational leadership approach because of the organization's competitive environment that requires empowerment and influence towards competitive advantage. You also demonstrated analytic skills in reviewing the organization's culture (Dubrin, 2013).

#### Response to Shannon's case

I like your approach to communicating the organization's background information on a table because it simplifies the information. I however believe that analyses of the organization's approach should have been specific to identify with the scope of the organization's activities. Your analysis is however general. I also think that your post on the organization's leadership, human resource management, and culture are more descriptive than analytical. Could you for example consider this approach more analytical? You begin by identifying elements of human resource

management such as recruitment, selection, training and rewarding, and then comparing these elements with the organization's approach to human resource management (Saiyadain, 2009).

#### References

Dubrin, A. (2013). *Leadership: Research findings, practice, & skills*. Mason, OH: Southwestern.

Flint, R. (2013). *Practice of sustainable community development: A participatory framework for change*. New York, NY: Springer.

Saiyadain, M. (2009). *Human resource management*. New Delhi: Tata McGraw-Hill Education.