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MODULE TITLE: PATHWAY PROJECT 1

LECTURER: DR. SHERAZ MALYC

TESCO

Presentation

Introduction

- Tesco is a focused company on society and environment with transparency creativity and hospitality to be effective and protect the environment . (General books LLC, Source Wikipedia)
- Tesco successfully adapted to workers and costumers socially and environmentally consciousness
- Tesco digital and in store team manage to revived passion for the business and achieved their goals

Sustainability

- Commitments and achievement are made in all UK retail industries to make sure that all big corporation and customers understand the importance of sustainability. Everyone needs to be concerned and educated about climate change, resources and waste which are a global issue. Using social media can help encourage more sustainable shopping behavior.

Sustainability

- Tesco has been focusing on sustainability. This not only gives them a good image to the public, but it also has other advantages such as:
 - resilience to risk
 - securing supply of products
 - saving money
- For positive image with transparency and good management
Tesco is identifying the causes of food waste(Uk food waste data-products-food waste Tesco plc.com)

- In order to have the best and the most up-to-date sustainability plan, the company focuses on 5 major areas:
- Climate; According to Tesco, they believe that climate change is one of the biggest environmental threats, therefore they are working directly with their suppliers to try and reduce their carbon emissions.
- Forests; Tesco has pledged to achieve “zero net deforestation” by the year 2020. They do this by making sure that the supplies they use and gather are almost 99% sustainable.
- Marine; The marine area focuses on sustainable fishing in order to get seafood.
- Farmlands; Tesco is working with farmers in order to try and reduce the carbon footprint of the farms.
- Freshwater; Tesco has set target to reduce freshwater use in areas that are “water-stressed”.

Globalization citizenship

- “**Global citizenship** is the rights, responsibilities and duties that come with being a member of the global entity as a citizen of a particular nation or place”
- Tesco PLC aims to understand their customers, be first to meet their needs and act responsibly for our community.
- Understanding people – customers, colleagues, communities – and what matters to them, and then trying to make those things better, is at the heart of Tesco. From Clubcard data to social media, Tesco acts upon this information by changing and innovation to meet customer needs.

Leadership and Entrepreneurship

- For more than half of century, expert organization studies, management, and leadership have indicated that phenomenon of change is unavoidable in ascertaining the performance as well as the wellbeing of contemporary organizations. Thus, organization and companies need to change, to conform to new demands of their environment. Reasoning at this time, Armstrong (2009) asserts that change is the only thing remains constant in an organization. In the same vein, Kotter (1990) agrees that organizations and companies are in constant flux of change. The inevitability of change is a permanent feature of organizations particularly as they gear up to adapt to new business environments, challenges, innovations and approaches (Mullins, 2010: Senge, 1999: Kanter, 1999)

- Being a multichannel retailer Tesco needed to improve team cohesion and leadership.
Tesco is a customer-orientated business. This retail business aims to develop the leadership qualities of its people throughout the organization, from administrators and customer assistance to the board of directors.

Leadership

- Since 2015, Tesco has made regaining the trust of its stakeholders one of its strategic goals. They did this by introducing a new Code of Business Conduct.
- The strategic goals of the new leadership “also include concentrating on “availability, service and selectively on price”. Undertaking a significant programme of restructuring and financial discipline and launching a programme of renewal to “restore trust in every aspect of the brand”.

- Every employee with strategic goals knows how to proceed ethical and moral decisions and act responsibly for our communities and costumers needs.
- Tesco is bringing a new face to the company and help the rebuild the company brand
- With a very good leadership and introducing a new court of business conduct, they restore trust in every aspect of the brand

Entrepreneurship

- The entrepreneur is commonly seen as an innovator, a source of new ideas, goods, services and business/ or procedures.
- Even though Entrepreneurship and Leadership have common traits like inner drive, integrity, self-confidence, intelligence and knowledge in the concern business, they do have major differences that can separate them, as follows:

	<u>Entrepreneurship</u>	<u>Leadership</u>
Major Goal	Profit	Change
Arena	Enterprise and Markets	Social Systems
Achievement orientation	Medium	High

About community participation:

- Tesco is trying to hire local people to make sure everyone is happy and dedicate to his/her job.
- All employers are participating in local projects to make a change and improve their life stile.
- TESCO healthy meals are introduced in schools, sport clubs hospitals and care homes.
- Tesco is working with many charities and local community organizations. Tesco also works with the Red Cross in order to provide donations and emergency aid.

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Learning log

- Lucia Cristina Majer: With a positive attitude I managed to contribute equally to the project and learn how important global warming is for everyone.

How essential is that we all need to collaborate (big corporation, social media) and be supportive of each other to make a change and this planet a better place.

- Stiliyan Georgiev Anastasov: Good strategic goal helped me understand the importance of good leadership. I appreciate better the entrepreneurial practice which I focused on because it gives a qualitative motivation and expectation.