



BMSW 5102

Developing Relationships and Workplace Achievements

Supplementary Task

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Introduction

The report is all about Developing Relationships and Workplace Achievements considering “Morrisons” business aspects. The key discussions are based on “Development of a plan by meeting the recognized personal development needs and prospects of separate employees within “Morrisons”. The discussions include development vehicles (performance appraisal tools and techniques) and its effectiveness. Moreover, it also includes development needs of the individual employees to meet organisational success. Furthermore, it also includes professional development plan within “Morrisons” to meet the development needs. Organisational learning & adaptability for improved performance as a great role organisational learning plays in improving organisational performance is the way it helps the organisation, its leaders, & its employees to be more adaptable. Building and maintaining good relations with stakeholders is one of the management skills needs to operate and achieve the goal effectively. This business function can be very valuable for any business as it can bring great innovations which can give them an edge in the competition. Finally, it also considers the easier an organisation can adapt to changes the better their performance gets and organisational learning can have a huge impact here (Marston et al, 2019).

Morrisons already have training and development departments along with various mediums to communicate to its employees. They recognise in the modern world that people like to and may prefer to use their own technology (tablets and phones) and also use it within their own comfortable home environment. Therefore they have a system for online training called myMorri which can be used within the business environment or the employees preferred environment. All employees have two reviews a year, one mid way and one at the end of the year.

Morrisons also encourage employees to progress and get promoted from within the company by using their “Pathways” development program. This starts at the bottom role and a team member can complete a training package to become a supervisor, a supervisor to a manager, manager to regional manager and so on all the way up the ladder. To manage this, each region within the

company will have a specified training store and also a training manager to oversee development and also maintain succession for the company's key roles.

Business Profile

“Morrisons” is a public limited company that operates its business activities under the retail business industry of the country. “Morrisons” is one of the biggest supermarket business organisations in the United Kingdom. The organisation is founded in 1899 almost 122 years ago with the efforts of William Morrison. At present “Morrisons” has 494 stores in different areas of the United Kingdom where 110,000 employees the organisation. The main products of “Morrisons” are food and drink, books, magazines, clothing etc. The headquarters of “Morrisons” is situated in Bradford, England, UK (Jhonson et al, 2018).



Figure: “Morrisons” (Negash et al, 2018).

Mission

To provide the best quality services

Vision

To capture the target market with competitive advantages

References

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- Negash, S., & Gray, P., 2018. Business intelligence. In *Handbook on decision support systems* 2 (pp. 175-193). Springer, Berlin, Heidelberg.