

Enhancing Organisational Performance: Strategic Skills Development

Managing People in Organisations 7025

Yihan Hu 2304551



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01. Review of Issues

**02. Required Skills
&
Specific Recommendations**

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Employee Disunity

Stability of Recruitment Policy

Quality of Staff Varies



Higher Management Expenditures

Required Skills

Strategic Communication

Enhance employee engagement, address concerns effectively, and promote a positive work culture.

01

Talent Acquisition and Retention Strategies

Retain skilled employees and reducing turnover rates.

02

Employee Relations and

Conflict Resolution

Address employee grievances promptly and promote positive employee relations.

03

Training and Development Programmes

Empower employees to grow professionally and contribute to organizational success.

04

Recommendations

Establish regular communication channels, encourage open dialogue, provide various communication tools, and train employees in effective communication skills.

01

Develop targeted recruitment plans, regularly review compensation and benefits, offer career development opportunities, and implement employee care plans.

02

Establish transparent policies, offer conflict resolution training, set up mediation mechanisms, and encourage employee involvement.

03

Design tailored training, provide personalized development opportunities, utilize internal and external resources, and track training effectiveness.

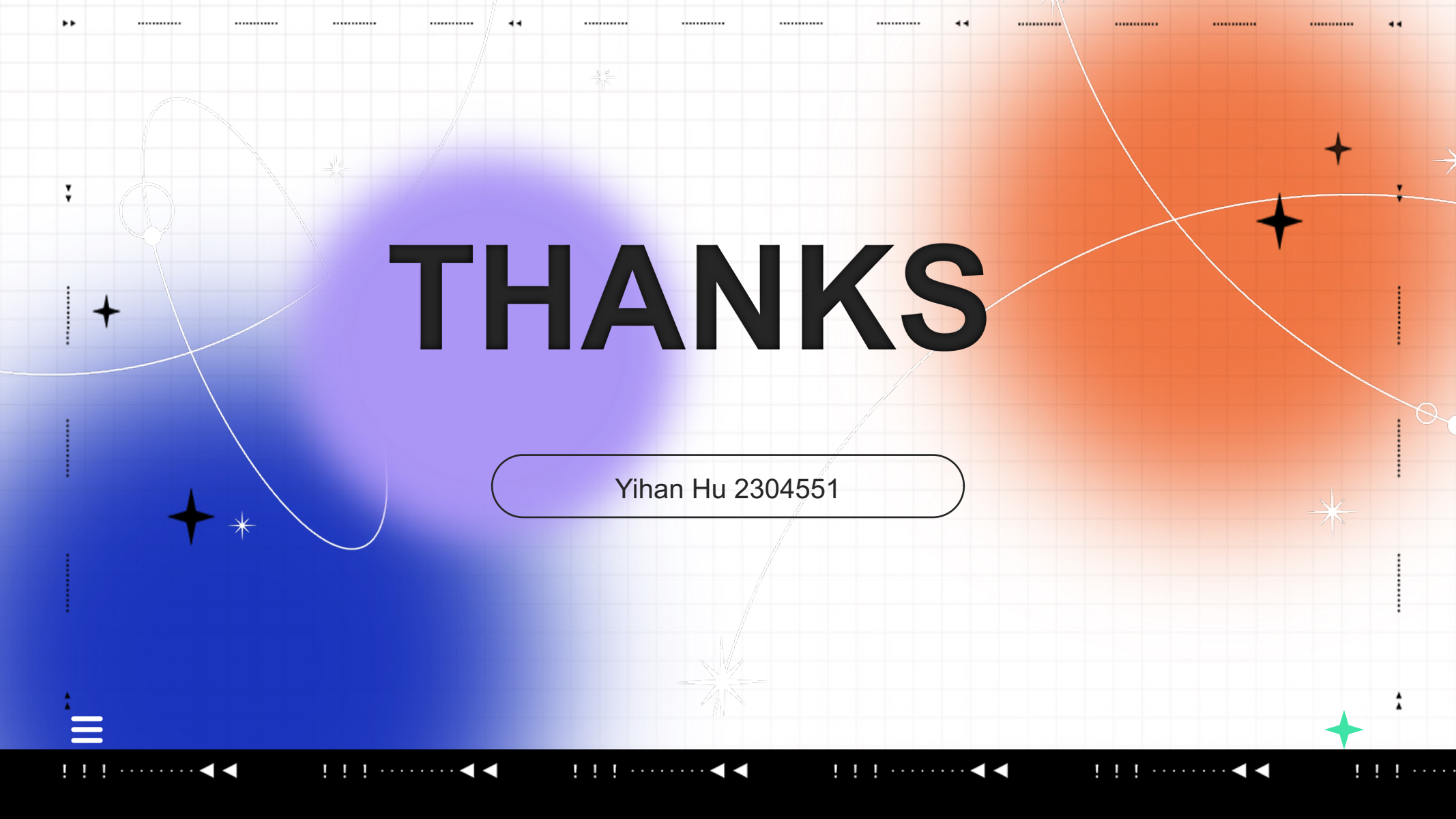
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Action Plan

Action Plan	Improving Communication	Talent Acquisition and Retention Strategies	Employee Relations and Conflict Resolution	Training and Development Programmes
Responsible Departments	HR department	HR department in collaboration with marketing and branding teams.	HR department, with input from legal and compliance teams.	HR department in collaboration with training specialists and department managers.
Timeline	Begin implementation within one month and continue on a recurring basis.	Start planning immediately, with the campaign launch targeted within six months.	Develop and communicate the grievance procedure within three months.	Develop training modules within six months, with rollout beginning within nine months.
Location / Channels	Meetings can be conducted virtually or in-person, depending on the location of employees.	Utilise various online and offline channels, including social media, job boards, career fairs, and local community events.	Procedure documents should be accessible via the company intranet and posted in common areas.	Training sessions can be conducted in-store, online, or through a combination of both.
Anticipated Cost	Minimal, mainly associated with organising meeting spaces or virtual meeting platforms.	Budget allocation for marketing materials, advertising space, and event sponsorships.	Minimal, primarily associated with drafting and disseminating the procedure documents.	Budget allocation for training materials, trainers' fees, and potential venue rentals or online training platforms.

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Video Link

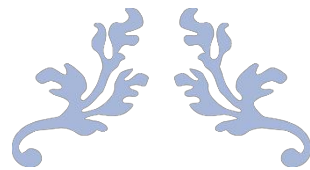
Stream

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Due to concerns regarding potential issues or malfunctions with streams, a backup video has been uploaded to YouTube for viewing convenience.

YouTube: <https://youtu.be/nchnroEMJa0>



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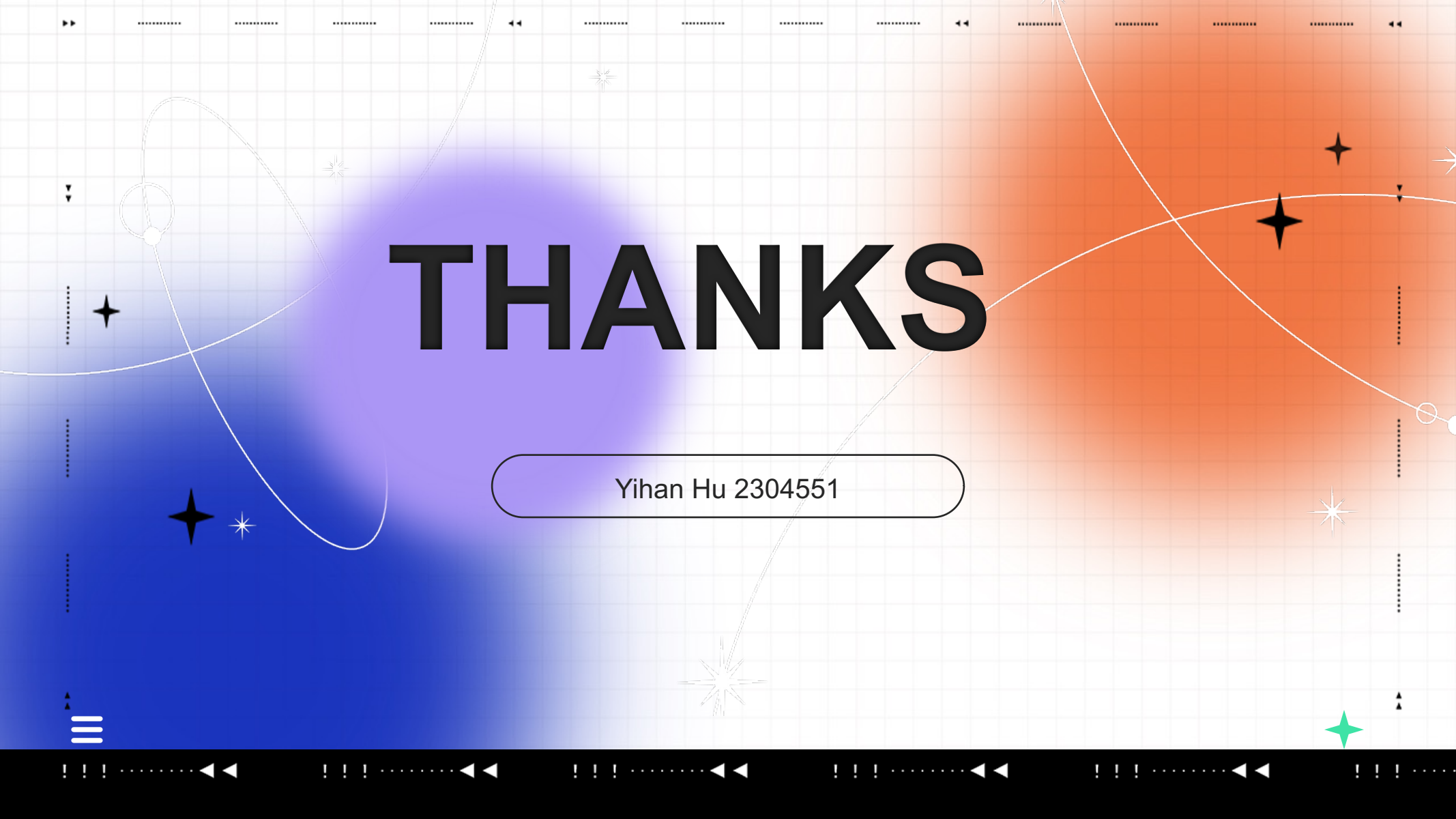
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