

TESCO - PRESENTATION



INTRODUCTION - TESCO



- ❖ BACKGROUND – ANITA - 1816242
- ❖ GOALS & OBJECTIVES – EVELINA - 1818673
- ❖ LEADERSHIP & MANAGEMENT BEHAVIOURS – IVA- 1818050
- ❖ GROUP & TEAM BEHAVIOURS – NELI - 1816248
- ❖ MOTIVATION & PERCEPTION – LILIYA - 1816238

BACKGROUND



1919 Jack Cohen
(TES) + (CO)

- 1930 first market
- 1932 PLC
- 1956 First self service shop
- 1990 Global company
- 1995 loyalty card and
- Online shopping



NON-FOOD STOCK AND SERVICES

1960-1990

- Electrical products
- Clothing
- Books
- Furniture
- Toys



SERVICES

- Owned delivery
- Telecom
- Insurance
- Financial
- Travel agency
- Retailing petrol



PERFORMANCE

1990 -2005 from 500 shops to 2500

Market
capitalisation of
£16.1
22 April 2015



2019 - £63.911
3,787 stores,
450,000 colleagues



GOALS AND OBJECTIVES



2050 Carbon free

Retain employee

Employees and customer oriented

Diversification

To expand market shares

Biggest, better for retailer,
electronics and food

Become the biggest retailer
in the world

Building trusted partnership

S.M.A.R.T

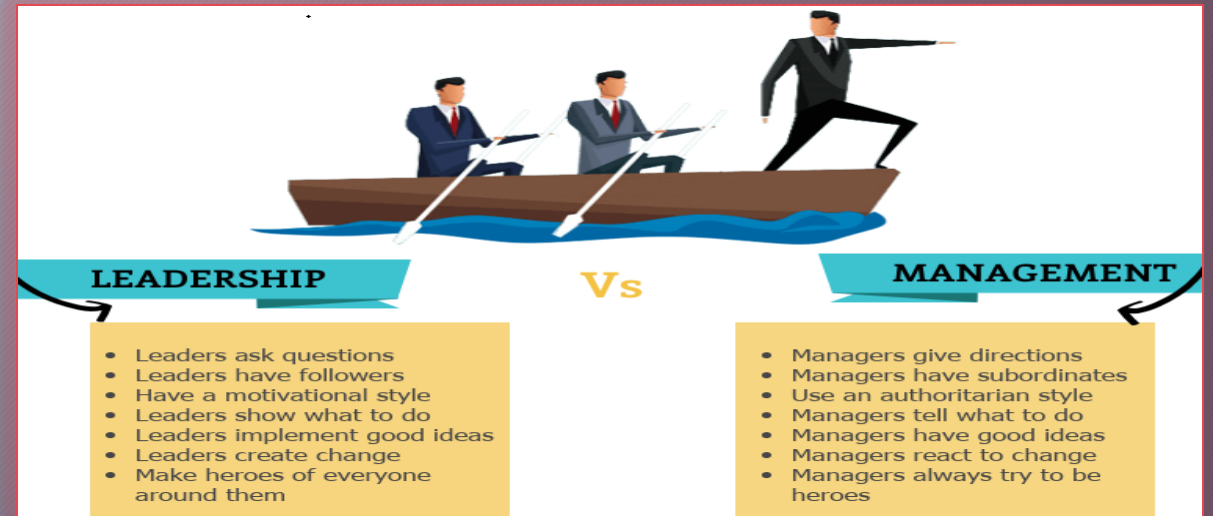
LEADERSHIP AND MANAGEMENT BEHAVIOURS

Leadership



<https://creativecommons.org/licenses/by-sa/3.0/>

- ❑ Leadership and management behaviours
- ❑ Management and leadership definition
- ❑ McGregor's Theory X and Y

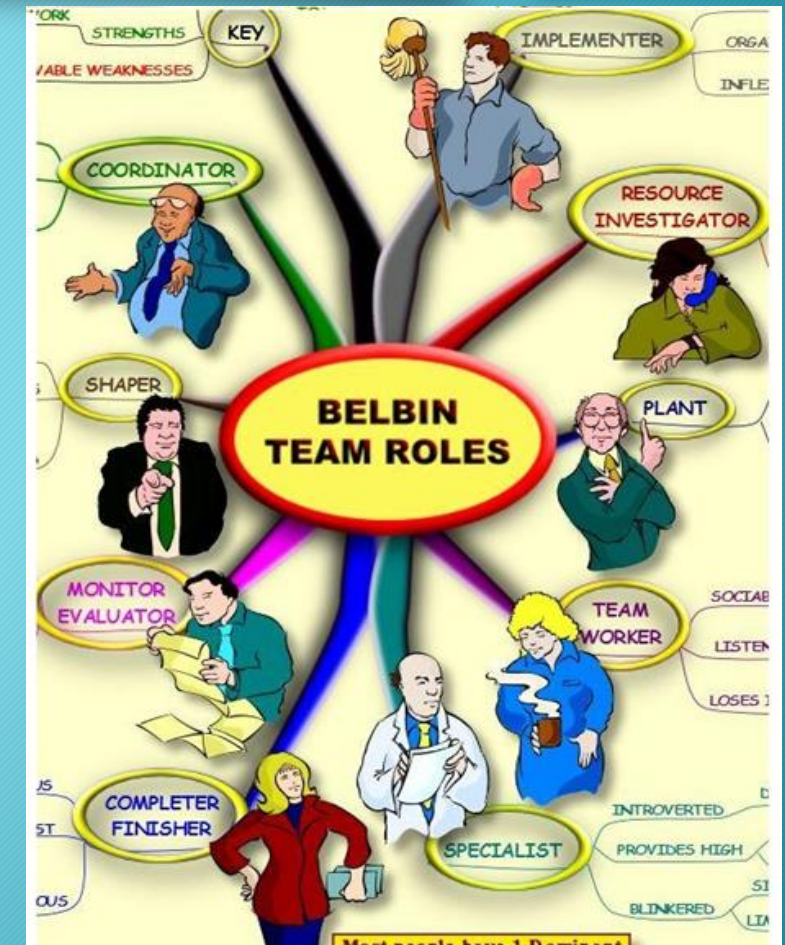


<https://creativecommons.org/licenses/by-sa/3.0/>

GROUP AND TEAM BEHAVIOURS

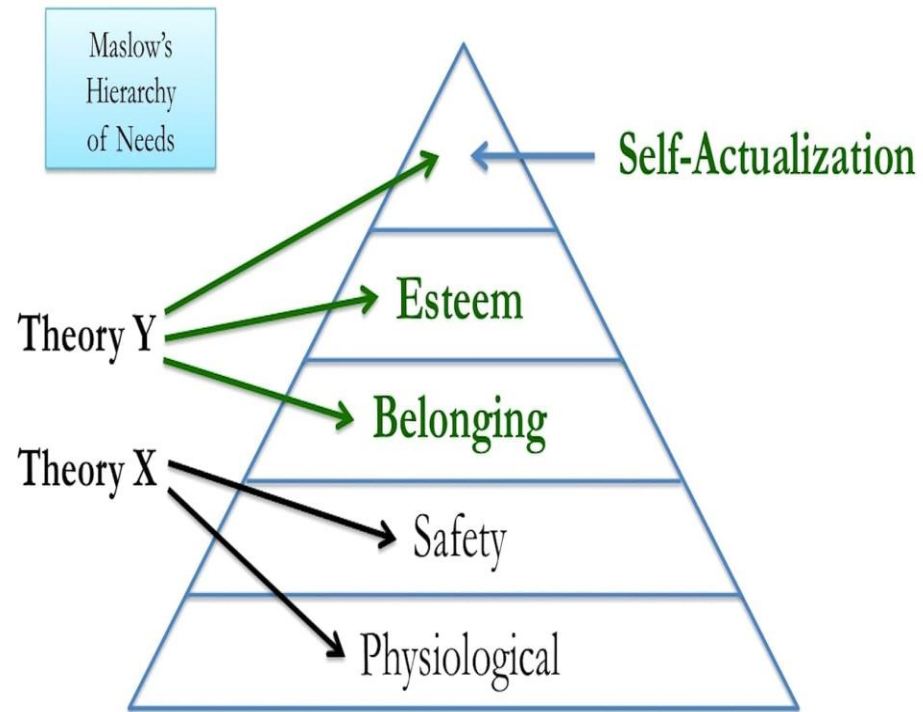


- Individuals
- Group work and team leading (Belbin theory 9 roles)
- Manpower
- Productivity and efficiency

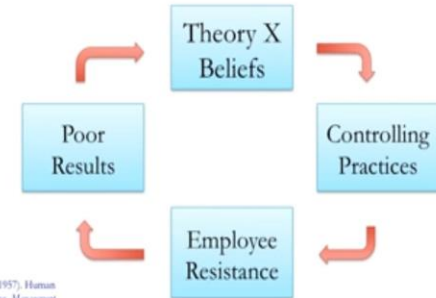


MOTIVATION AND PERCEPTION

TESCO
Every little helps



“Force Breeds Counterforces”



Theory Y in Practice

Theory Y Beliefs About People

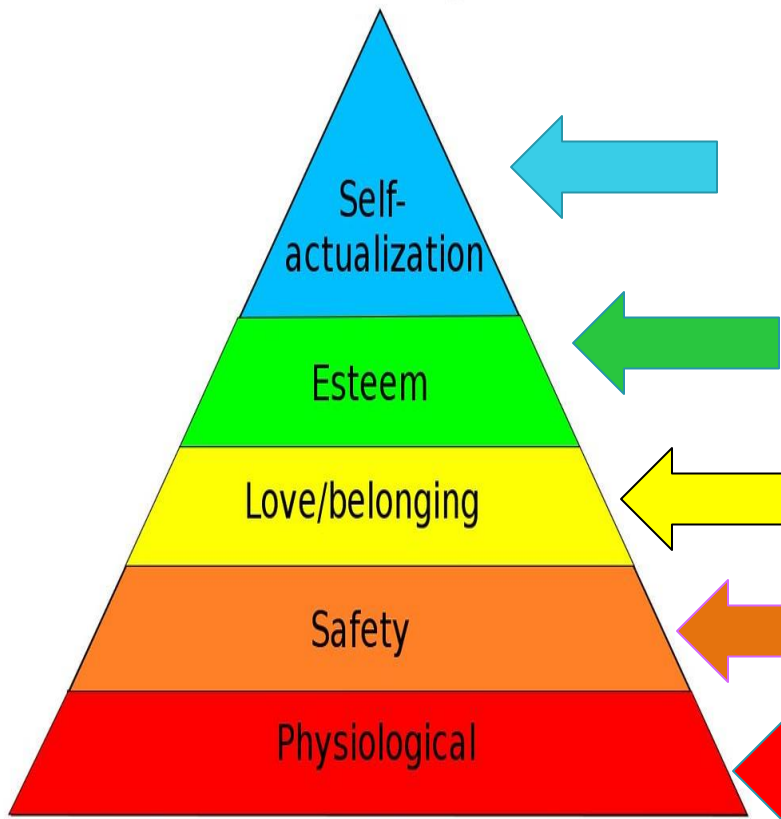


Arrange things so individuals can achieve their own goals and happily accomplish the organization's goals at the same time

MOTIVATION & PERCEPTION - how it works at TESCO



Maslow's hierarchy of needs



https://en.wikipedia.org/wiki/Maslow%27s_hierarchy_of_needs

Personal growth and fulfilment (Passions, creativity, problem solving)

Confidence, status, prestige, recognitions, promotions

Work groups, relationship and team buildings

Employment, resources, morality, health
Stability, protection

Food, drinks, shelter, sleep and etc.

How it applies to Tesco Employees

Personal development plans, Career opportunity, Tesco talent plan options, fast-track management program, etc.

360 degree feedback, self-respect and for others, appraisal system, employee of the month, etc.

Team work at different levels, “steering wheel program”, working conditions, etc.

Fair pay, flexible working hours, company shares, discounts, insurance discounts. private healthcare, life-style (4-12 weeks off work), career break 6mts to 5 years, pension scheme, good working conditions, etc.

canteen, facilities

PERCEPTION

- PERCEPTION meaning – The information we received, how we analyse it and judge will be various because people are unique and they perceive the thing around them differently and as a result they interpreted differently.
- The interpretation of the task will be impacted by our state of emotion, present situation and previous experience (Mullins, 2013)



Conclusion



The End



REFERENCES:



- <https://www.youtube.com/watch?v=CXAzZRnJo2o>
- www.tescopl.com
- <https://www.tescopl.com/investors/reports-results-and-presentations/financial-performance/>
- <https://www.tescopl.com/investors/reports-results-and-presentations/financial-performance/five-year-record/>
- <https://creativecommons.org/licenses/by-sa/3.0/>
- <http://mastaller.es/index.php/es/equipamiento/stands-y-mobiliario-para-congresos>
- <https://en.Wikipedia.org/wiki/maslow%27s-hierarchy-of-needs>
- Mullins, L. (2017) Management and organisational behaviour 11th edition., Pearson.