



DEVELOPING WORKPLACE CRITICAL THINKING (BMSW5101_LON)

Introduction-Formative Submission



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LUCA ORENO
1906225

Lecturer Yajesh Kumar

With the advent of this new pandemic called Covid19, the world is subjected daily to increasingly difficult and sometimes impossible challenges, until now companies have been focused on creating a serene environment for workers by ensuring that their beliefs, values, attitudes and systems of organizational works matched exactly with the vision statement of the companies themselves, to make workers produce more and feel comfortable in the workplace, but the current challenge is to maintain the same standards and constantly improve them by dealing with this new reality that is not easy. The reading of the final report will be based on the company I work for, Vinoteca Ltd, a chain of six restaurants that operates in the catering sector and is focused on the wine sector and currently suffers, like the rest of the restaurant sector, from this new crisis caused by Covid19. Using a key of critical thinking, I will first of all specify in a strictly personal way the meaning of value, belief, attitude and emotion within Vinoteca Ltd, and then specify which are the major current challenges that the company itself must face, in addition an in-depth analysis approach to human relations, trying to detail with the use of theories such as: Maslow, really important to understand the type of personality that a critical thinker must have for the benefit of the company and also personal compared to De Bono's six thinking hats method. In addition, an in-depth study of the use of logic, applying the Red Model of Critical Thinking and assessing it with the scientific management of Taylor, Gantt and Gilbreth comparing the criticisms, with the aim of understanding the impact that this pandemic has caused to Vinoteca Ltd. Finally, an in-depth study on advantages and disadvantages of bureaucratic management within the company, and a contingency plan by applying and investigating the theories of Burns & Stalker, defining whether Vinoteca Ltd has an organic or mechanistic structure compared to Lawrence and Lorsch to define the link between integration and differentiation. The final report will be supported by study cases addressed weekly during the second term and the material will be displayed in the Appendix section.