

The Organic Go

Robert Clark

Nyack College

Organic To Go

Abstract

In the past months, according to the article "Organic to Go" top managers have noticed some changes in the business performance. Whereby, site managers are worried and should take into account without proper communication skills among employees are needed. This paper will discuss varieties issues among the company and how to improve such situation.

Keywords: proper communication skills

Organic to Go

In the past months, according to the article 'Organic to Go's' top managers have noticed some changes in the business's performance. Firstly, the number of customers seems to be leveling off. Secondly, revenues are no longer booming. Thirdly, when site managers are consulted with issues, they report some increase in a variety of problems. For instance, botched filling of orders, sloppy restocking of goods/products, equipment maintenance problems and employee absenteeism. Managers should take into account without proper communication skills among employees a business will eventually go under due to the poor performance of systems thinking, which takes a village (teamwork as a whole unit) to raise a child. In return, the child is well prepared for the real world. Same concept applies with business.

In figure 4.23 in said article "The Organic to Go" represent a reinforcing process. The reinforcing process itself is going around the loop, one ends up with the same result as the initial assumption as it relates to the article. In figure 4.24 in said article "The Organic to Go" represent a balancing process. If the result contradicts the initial assumption. In other words, balancing loop have an odd number of negative links. Where, if the system has delays often denoted by drawing a short line across the causal link) the system might fluctuate. As seen in the result of lack of communication skills (systems thinking) within Organic to Go.

When a person looks at both the original vision and the expanded depiction of the story's actual outcome, I do see the issues at Organic to Go differently. For instance, within the reinforcing process. In figure 4.23 in said article "The Organic to Go" represent a reinforcing process. The reinforcing process itself is going around the loop, one ends up with the same result as the initial assumption as it relates to the article. This process is based on the first store location where management and employees are on the same page using (systems thinking). Each team member knew they played a vital role within the organization (sub system) for its success. However, when management decided to open up others stores, things began to take a balance process route. In this case, employees at these other locations where unfamiliar with the original policies, which put added pressure upon management. Secondly, employee's performance started to declined due to a lack of communication between management and employees. As a result, of a lack of employee engagement, customer's satisfaction has diminished rapidly.

Anyone with experience or credentials can manage a team, but your managerial responsibilities include more than just task delegation and timecard approval. To be a good manager, you must focus on the growth of your team members as well as your company. The example you set for your office can greatly impact the success of your organization. It is important to create a positive, fun work environment that makes team members feel included and respected. A happy employee is a more productive employee. You can create a diverse and inclusive work culture by exemplifying good behavior on a daily basis, as well as implementing occasional team bonding activities.

Organic to Go

Using a casual loop diagram within my organization whether sales volume, number of customers or profit margin slowdown or not, in opinion, it's imperative for an organization to

stay true with a systemic thinking approach. For instance, I had mentioned such approach with the concept of our team family members that it takes a village (teamwork as a whole unit) to raise a child. In return, the child is better prepared to take on the world whatever life may throw at that person. Same concept applies with business. Therefore, keeping a systemic thinking approach businesses are better prepared for hiccups.

Organic to Go

References

Class article "Organic to Go"



