Problem Solution:

Your Name

Grantham University

Course:

Date

Table 1

Issue and Opportunity

|  |  |  |  |
| --- | --- | --- | --- |
| **Issue** | **Opportunity** | **Reference to Specific**  **Course Concept**  **(Include page no)** | **Citation** |
| *The XYZ company does not have an employee engagement process to help build a cohesive work environment.* | *BY implementing an employee engagement process, the XYZ company could form a culture of dedicated employees, which could reduce voluntary turnover and absenteeism rates.* | *EI*  *Teambuilding*  *Turnover* |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |

Instructions: Begin this assignment by creating a list of issue and opportunity concepts, which could have an impact on the current or future performance of your employer. Identify the concept to the course information and include the page number (i. e., teambuilding, EI, etc.). In column 3, identify the concept underlying the issue. Finally, in column 4, provide a specific citation referencing the concept from a scholarly publication sourced from Googlescholar.com or GU Library within the last three years.

Table 2

Stakeholder Perspectives

|  |  |
| --- | --- |
| **Stakeholder Perspectives** | |
| **Stakeholder Groups** | **The Interests, Rights, and**  **Values of Each Group** |
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|  |  |
|  |  |

Instruction: In this table, identify the key stakeholders in your organization. Stakeholders do not always agree with the decisions of the company, which could result in conflicts of varying interests, rights, or values. Identify any ethical conflicts between the stakeholders in your business setting.

Table 3

Analysis of Alternative Solutions

Create a table to illustrate an analysis of alternative solutions that you can relate back to your goals and objectives. Also include metrics for a secondary alternative solution to integrate a second level outcome. Create a weighted analysis for each alternative solution.

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Table 4

Risk Assessment and Mitigation Techniques

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| --- | --- | --- | --- |
| **Risk Assessment and Mitigation** | | | |
| Alternative Solution | Risks and Probability | Consequence and Severity | Mitigation Techniques |
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In this table, list the two or three remaining alternatives in column 1. List the potential risks of each alternative in column 2 followed by the probability of occurrence as rated by high, medium, or low. In column 3, evaluate each alternative for the consequences if the risk occurs, and if the risk were to occur, the expected severity to your organization, Finally, in column 4 identify any risk mitigation technique that can be used to alleviate or neutralize the possible consequences of the risk.

Table 5

Implementation Plan

*Optimal Solution Implementation Plan*

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| --- | --- | --- |
| **Deliverable** | **Timeline** | **Who is Responsible** |
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In Table 6, you will consider the steps companies go through to implement a solution.

* In column 1 (Deliverable), identify major deliverables.
* In column 2 (Timeline), develop a timeline.
* In column 3 (Who is Responsible), determine who is responsible for each major deliverable.

Table 6

*Evaluation of Results*

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| --- | --- | --- | --- |
| End State Vision | End State Goal | Metric | Target |
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Think about the specific goals that will let you know that you have achieved the end-state vision. These are your end-state goals. From these goals, you will create both metrics (measurements) and targets (specific levels to be achieved).

***If an End-State Vision is 🡪*** The organization will become an engaged workplace

***Your End-State Goal is 🡪*** Provide employee engagement training for all stakeholders

***Your Metric is 🡪*** Score in the 80th percentile in annual engagement survey results

***Your Target is 🡪*** Two surveys per year (physicians and all other employees) beginning 9/1

Identify a minimum of three end-state goals, metrics, and targets to support the end state vision. Be sure to make your goals SMART: Specific, Measurable, Attainable, Realistic, and Timely.