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Types of Authority

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Types of Authority

Scenario one

Human resource department having a high rate of turnover indicates management not working to the common recommendations. Employees in an organization lower their mode of working based on the environment they have at present. Employees live to feel to have privacy, freedom and operate at their places of preference in an organization. Notably, anytime they wake up in the morning, the feeling of attending to their most loved works makes them have the urge to wake up and attend to their work station (Stavros & Dole, 2012). Again, the self-drive is usually inbuilt and has less to do with supervision when they are working. Moreover, the results seen at the end of the day indicate the kind of attitude they have for the job. To some point, they choose to leave and find another job to attend to since satisfaction is not achieved at their present job.

The human resource department is the backbone of every company, with good returns at the end of the fiscal year. However, the same department can be of high destruction if games are happening without the CEO's knowledge. The CEO should not look for a consultant from an outside organization but use an appreciative inquiry approach because they don't know what makes the same workforce that worked so well derailed again (Stavros & Dole, 2012). Nevertheless, the CEO should create a better understanding by calling a meeting for the whole department to discuss what is not working for them and change for the better. Having a neutral person from outside and falling to a conclusion that they should follow a particular direction cannot work for the organization.

Having a conversation with the current workforce is to listen to their grievances and offer a solution to a problem that makes them have an option to leave the company. In this manner, the

employees will feel valued and have the motivation to keep working to have better results. On the other hand, they think top-commanding management is more than enough and could lower effects again. Bearing in mind that the task force is trained using the companies resources, the CEO should take them as assets that he would not want to lose to solve the problem for the better.

Scenario Two

An appreciative inquiry is a broad spectrum and requires time and consultation from all stakeholders of the company. Unlike the traditional approach of the same, where top management is solely involved in making a decision, appreciative inquiry calls for all individuals' efforts to lay down their strengths and chat the trajectory to give a long-term solution. Also, appreciative inquiry does not solve one solution but perceives making a change in how things happen in an institution. While developing a solution using a compliant inquiry approach, five steps are vital in developing the solution. The fact that the assigned consultant gave a proposal that the employees found is not workable (Diana, 2010). The design for the whole exercise was not working since achievable plans were not put into consideration. All employed could have been incorporated in decisions because they bare the people on the ground and know what they do in the company. In the appreciative inquiry process, the consultant failed in design since he was supposed to involve all the employees in achievable plans and ask the employees about reality on the same to have a workable plan at the same time. The consultant would be assured to have reached an agreement with all employees before moving to deliver the destiny of the advice he gave.

Scenario Three

The same efforts for a long time would keep yielding the same energy quantitatively rather than qualitatively at any point. Having a business running for five years without changing how things work would be a disaster in a business since the repeat of operations happens a lot without a good focus on growth. Thus, the team should use the appreciative inquiry method to awaken the company again and continue reaping their profits like before (Sarah, 2016). The problem facing the company is a failure to identify areas of strength to perfect and have their qualities worked on. The fact that the company is going down each day states a unique way employees and top management are looking at the issue before them. For that reason, appreciative inquiry checks to focus on the company's positive approaches to create more points of strength that will enable them not to stay on a plateau of not improving. The positive approach by appreciative inquiry stimulates the employees to have a positive attitude among the employees, thus dreaming better (Sarah, 2016). In turn, hidden creativity among the employees is unwrapped to help the company have more opportunities for growth in size and quality delivery to its people.

Scenario Four

An exceptional way of strategizing for a company is through appreciative inquiry. It is not a way to solve a single problem but has better access to build a brand. Based on the scenario allegations, the introduction of online division in a supermarket calls for strategy formation and working towards yielding results for the same. Therefore, the team should work with an appreciative inquiry that deploys an improved dreaming designing to develop a whole baked idea to implement and win the market like the offline shopping in the supermarket. However, supermarket management projections perceive that the online market would be bigger and profitable than the offline one.

The reasons to use appreciative inquiry include assigning one another to the task force based on their strengths. Also, the task force will understand one another since they will uncover hidden capabilities of one another while working their thoughts out. Besides, unlike traditional consultation, the team will not rely on the top management's ideas after getting advice from the consultant but rather have a better approach to the issues they want to discuss and have them done (Stavros et al., 2018). The supermarket management selection of a special taskforce from all departments shows that the idea is to duplicate offline operations to be truncated online. However, the online division has more technology and more issues to discuss to have a better platform that would yield the company profits.

The use of the appreciative inquiry method has a whole process thoroughly gone through to evade any chances of doubts. For instance, the task force is expected to define the need for a supermarket's online platform. There is a need; then they qualify for the next "D," which is to discover the operations expected to happen in the online division before concluding that an online division is essential. The third "D" would depict the taskforce's dreaming and the strategies they would have for the online division to work efficiently (Stavros et al., 2018). The design would also be incorporated under the same process. After designing, the taskforce would deliver and reach a destiny that they are expected to have at the end of the day. By delivering, the task force would have a sustainable and preferred future on who, when, what, how and where to start the journey of installing an online division of a supermarket.

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