

A/ Assignment recap

Part One

Discuss TWO major areas of HR in the workplace, and the impact that management can have on these areas. You can choose from:

- Diversity & inclusion
- Health and wellbeing
- Hiring and recruitment
- Training & development
- Workplace culture
- Cultural and organisational change
- Compliance with laws and regulation
- Corporate social responsibility
- Workplace technology

For this section, you will need to:

1. Define the selected areas
2. Outline a real-life example of an innovative work environment practice in this area i.e. how a real business does this differently
3. Your own idea of an innovative work environment practice in this area

Part Two

Choose one real life fashion business who faced or is facing an HR crisis. A 'HR crisis' can be an issue arising in any of the areas mentioned in Part One, or other relevant areas. This should not be a generalised issue/crisis, but a specific example that was publicised in the media. Ensure you include these media report as reference.

Discuss the impact of this crisis on the business, and how the business is reacting or has managed the crisis. You should:

1. Define the crisis and its impact on the business;
2. Outline the business' response to this crisis;
3. Analyse this response and determine whether you believe this was effective or ineffective overall.

Part Three

You are the General Manager of a section of a fashion business (i.e. Production, Marketing etc.); there are three teams of five staff underneath you, and each team has a leader that reports directly into you.

You have come into the business at a time when the culture is not great:

- There is a clear lack of communication amongst the teams due to firm team boundaries, which is affecting project outcomes.
- Staff have outdated position descriptions as the business has grown very rapidly, meaning tasks are often missed or hand-balled to someone else.
- The team's work is in high demand from the greater business

- The team leaders are good friends and often go for lunch together but have not extended this to their team members.

Some other factors to consider:

- Several staff are on flexible working arrangements. Two days a week, there are just five staff across all teams for the final three hours of the day.
- You have a team expenses budget of \$500 per staff member to spend on health, wellbeing, culture and benefit initiatives.

Discuss appropriate leadership initiatives or practices that you would implement to alleviate some of these issues. Is there any training you would provide the team, or particular members of the team? How are you going to allocate your budget? Who will be involved in any initiatives or practices you undertake? Are you going to change the structure or working arrangements of the teams? Are there any daily practices you are going to build into the team culture?

Create a one-page infographic document outlining the culture plan, mission and values for your team. This should detail where you want the team to be and how you plan to get there.

Suggested structure

I. Executive Summary

II. Introduction

III. Part 1

1. Area 1
2. Area 2

IV. Part 2

V. Part 3

B/ Key term definition

