|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ACTION  | TIMEFRAME | PERSON’S RESPONSIBLE | DESCRIPTION | RESOURCES |
| HR meeting with manager (rental) | 2 hours | HR business partner | Negotiations between the "camps" are emotionally intense. Sometimes it turns out that it is much easier to negotiate with external contractors of the company than with the departments of the organization. |  |
| HR meeting with supervisors of the departments | 2 hours | HR business partner | The company may decide on these differences by itself or invite consultants. Often their role is to mediate between the conflicting parties, help them find a compromise and agree on the rules of the game. | Supervisors  |
| HR meeting with the leader of teams | 2 hours | HR business partner | The solution to this conflict is in the hands of the employees themselves. And the one who can manage them constructively wins. The management of the company and HR managers are connected to the resolution of the dispute only when it begins to negatively affect the result of the enterprise’s activities. |  |
| HR meeting with the Unions of the employees | 1 hours | HR business partner | Meetings for all team members are also often held to align goals. It is advisable to use this tool in situations where most employees need to see the full picture of what is happening: what other participants will do, what is the ultimate goal of the project, etc. For example, employees are generally aware of why this project was initiated, but they do not fully understand the role of their colleagues in it. | Meeting with the employees through union |

Appendix: Networking plan

|  |  |  |  |
| --- | --- | --- | --- |
| Networking activity | Person | Schedule | description |
| Communication staff in the organization: | communication between management and executors | Twice in a week | Communication in a team is necessary in order to establish communication between management and executors, to build effective interaction with colleagues and thereby ensure efficient and clear data exchange without informational and temporal losses. |
| overcoming communicative discontinuities | Communication between the supervisors and employees | Once in a week | both horizontally and vertically. This will help achieve mutual understanding at all levels. |
| Staff training and development strategy | Training of the staff | Once in a month | Training measures are aimed at creating a professional, dedicated company team, increasing the return on the work of each employee. This helps to solve the problem of personnel "routine", save on training new employees. The productivity of labor and with it the company's profit is growing. |
| Retraining and staff development | The leader who looks to the future understands this and therefore tries to improve the qualifications of the staff: this is the only way to keep the company afloat and outrun the competitors. | Once in a month | Giving employees professional skills is only half the battle: they need to be constantly updated. In conditions of rapid technological progress, knowledge quickly becomes obsolete. |