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VP of HR

I witnessed successful change initiative during my job at Red Carpet. I was unable to adjust to the workplace due to cultural diversity. I then focused on change initiative and realized that it can be used for creating tangible benefit. I learned to handle colleagues of different cultures and backgrounds. This allowed me to do my work more efficiently. The entire process was important as I was able to transform vision into reality with promised benefits. It was useful for maintaining efforts required for completing daily job and tasks. Making appropriate adjustments was also part of the process. Unnecessary change initiative that I experience was paying more attention to shifting priorities. It was useless and only wasted my time.

From my own experience, I learned that one must adopt a flexible behavior for dealing with employees and colleagues. I would recommend that everyone needs to identify their weaknesses and adopt the change process for getting over them. The most important thing is to accept change.

From the classmate's post, I learned that participating in focus group discussions provide insights into experiences that are crucial for the change process. Discovering best practice for change will be effective in realizing how experiences can be used for Red Carpet’s approach to change.

I think the additional questions that I would need to address include; how weaknesses can be removed through the change process? How was the process used to perform better in future?

I think the posting didn’t explain what new traits were developed after undergoing the change process. It also needs to highlight recommendations such as how Leroy could participate effectively in the focus group. According to my analysis most common similarity is of narrating personal experience (Zenger & Folkman, 2015).

Reference

Zenger, J., & Folkman, J. (2015). *What Separates Great HR Leaders from the Rest* . Retrieved 03 05, 2019, from https://hbr.org/2015/08/what-separates-great-hr-leaders-from-the-rest