ASSIGNMENT 1. THIS IS ALREADY COMPLETE!!!!!!!!!!!!!!!!!!!

As the consultant in X Banking company, x bank has been a major leading bank with customer range of up to 68% of the US population. The X bank has a motto, mission, and position statement. X bank has over 300 branches in the States and exists in 7 other countries.

The mission: we offer inclusive financial services that help to improve live hoods of people socially and economically.

Our motto: evolving financially together in trust.

Position statement: X bank provides inclusive financial services that transform the live hoods, give dignity and expand opportunities.

Vision statement: to be the champion of the socio-economic success globally.

The following issues affect the organization adversely (et, al Prakash 2011);

* Ineffective performance management.
* Employees disengagement
* Tools, training, and development.

Our organizational culture is a culture that involves valuing people, it enhances performance and more so supports the business. This corporate culture that involves valuing people has helped to reduce an unemployment as a current issue in the States.

X corporate has weakness in the following areas:

* Human resource and knowledge department. In this area, employees have a low level of proficiency and lack exposure in modern technology and this has adverse effects in the productivity and the growth of the organization
* Culture - The level of customer satisfaction and the atmosphere at the workplace is highly affected by personal culture.
* Diversity – this is mainly affected by misconceptions of one’s culture, religion and beliefs thus bringing conflicts among employees. This definitely affects productivity.
* Teamwork – lack of support from the management on the issue of teamwork may demoralize employees from implementing a given group task.
* Motivation strategies – lack of strategies like promotion, motivation talks, and training that equip employees with knowledge.
* Area of sales and customer service
* Culture – since our organization embraces a culture that values its people, it’s always necessary to provide customer services that bring wow experience.
* Diversity – a culture that values people will embrace people from different backgrounds without biases and stereotype.
* Teamwork- customer care emphasizes more on the teamwork as it’s a value that governs the corporate existence.
* Motivation strategies – in sales department products discounts, free transport to work for employees, holiday incentives will enhance productivity

The following practices in the organization (Fekri, 1991) should be modified in order to increase strength and reduce weakness; training new employees on the organization diversity, ways to analyze each individual emotion intelligence, and also workplace policies that are not biased and stereotype. I can recommend to the organization to put these solutions in place; having a good profession trainer on the organization diversity and practices, put in place policies that favor every worker in the organization and treat people with at most respect considering their background status and also religion.

Work Cited

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Dixit, Ashish Kr, and Om Prakash. "A study of issues affecting ERP implementation in SMEs." *Researchers World* 2.2 (2011): 77.