Topic: Power and Influence, Employee/Leadership Final

Order Description

T​‌‍‍‍‌‍‍‍‍‍‌‌‍‍‍‍‌‍‌‌​hese five pages are going to be put into a much larger essay as the final itself. But both parts below pertain to a fictional company that we worked with in class called "Spectrum Sunglasses". The idea was to be able to work through our change management scenarios with this company. I will include our previous work linked below as well. But basically the initiative was to become more "green" as a company, and to eliminate 25% of waste, and reduce our greenhouse emissions by 15%. This part of the paper is just about what we (as a group) learned about the scenarios though and tailoring that to the prompts below. I will also include screenshots from the Harvard Business Publishing page so you get a better understanding of the company itself. Part [E.1](https://e.1/): Change Employee/Followership Based on what you have learned in this class, analyze the change from the employee / followership perspective. (2 pages) Include: • What was the employee’s response to the planned changes? • How were employees/followers likely affected by the change (layoffs, change of location, reduced compensation, lack of career advancement, more work, need to learn ne​‌‍‍‍‌‍‍‍‍‍‌‌‍‍‍‍‌‍‌‌​w skills)? • How might the organization address employee/follower transition concerns? Part [E.2](https://e.2/): Change Employee / Followership Communication Write and include: (3 pages total) • A script for the CEO to use in an All Hands Meeting to announce the longterm strategy, vision and changes (You will write about how Spectrum Sunglass Company will plan and reduce their greenhouse emissions by 15% and reduce their waste by 25%). Write the script in your own words, exactly as the CEO would say it. Consider what you have learned about power and influence (make reference or use some of the levers outlined in the screenshot in the speech). A script for the Director of Product Innovation to use in privately confronting one of the vocal resistors to the longer-term sustainability initiative at the annual strategy retreat. The resisters were the General Counsel (Andrew Chen), the CFO(Paul Diaz), or the VP of Operations (Aisha Farook). Pick one. How would you start the conversation and how would you counter the arguments posed? • An organizational-wide email message for the CEO to send out one year into the change process. Write in yo​‌‍‍‍‌‍‍‍‍‍‌‌‍‍‍‍‌‍‌‌​ur own words.