Talented individuals often left the organization seeking more cohesive and supportive work environments.

4. Ineffective performance management: The existing performance management system at (X) Corporation lacked transparency and failed to incentivize high performance. Employees had unclear expectations and limited feedback on their performance, leading to disengagement and reduced productivity. Additionally, the lack of recognition and rewards for high performers further demotivated employees.

Proposed Solutions:

1. Centralized Strategic Planning: (X) Corporation proposed the establishment of a centralized strategic planning unit responsible for setting overall goals and defining key performance indicators. This unit would work closely with different departments to ensure alignment of their objectives with the company's overall strategy. For example, when introducing a new product line, the strategic planning unit would collaborate with product development, marketing, and sales departments to ensure a cohesive and coordinated launch.

2. Cross-functional Teams: To promote collaboration and knowledge sharing, (X) Corporation planned to create cross-functional teams responsible for executing key initiatives. These teams would comprise individuals from different departments who would work together to achieve common goals. For instance, a cross-functional team consisting of representatives from product development, marketing, and customer service would collaborate to improve the customer experience by addressing product feedback and implementing effective support processes.

3. Streamlined Decision-Making: To address the slow decision-making processes, (X) Corporation aimed to streamline decision-making by empowering lower-level managers with decision-making authority and reducing bureaucracy. The company planned to leverage technology for efficient communication and information sharing. For example, the implementation of a digital project management platform would enable faster collaboration and