

11.10: Discussion- Sun City Boards Employee Rewards

Post 1: Initial Post

Instructions

This posting should be a minimum of one short paragraph and a maximum of two paragraphs. Word totals for this post should be in the 100–200-word range. Whether you agree or disagree, explain why with supporting evidence and concepts from the readings or a related experience. Include a reference, link, or citation when appropriate.

Scenario

CEO Tom Wilson is cultivating a participative leadership style that he believes is a fit for Sun City Sun City Boards aloha culture (as defined in the Module 9 Sun City Boards discussion one of shared respect and harmony) and conducive to high engagement and high performance. Tom has scheduled a team meeting to discuss what employees consider motivating. All employees—full-time, part-time and contract—have been invited and asked to prepare a 3 paragraph essay sharing their values and aspirations and what they find motivating or demotivating.

In this discussion, you will choose and represent one of the following employees: board maker, apprentice board makers, board manufacturing staff, retail and field sales representatives, a full-time customer service representative, bookkeeper and operations administration manager and contract Human Resource, e-Commerce and Marketing Managers.

For Discussion

1. As preparation for this discussion, conduct additional research and take note of at least 10 employee rewards, 5 of which must be non-monetary.
2. Select one of the Sun City Board employee roles mentioned above and put yourself in that position. Based on the module readings, your research and your own experience (academic, sports and/or work), articulate what would motivate you in the role you selected and what you would value most in terms of rewards. Your essay must reference both need-based motivation and process-based motivation, using terminology from the module.

Posts 2 and 3: Respond to Classmates' Posts

Instructions

After you have created your initial post, look over the discussion posts of your classmates and give at least two thoughtful responses to two different classmates (one per classmate).

A response posting should be a minimum of one short paragraph. Word totals for these posts should be in the 75–100-word range. Whether you agree or disagree, explain why with supporting evidence and concepts from the readings or a related experience. Include a reference, link, or citation when appropriate. The goal of your response posts is to extend discussions already taking place or pose new possibilities or opinions not previously voiced. Your goal should be to motivate the group discussion and present a creative approach to the topic.

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