**MANAGING AGILE ORGANISATIONS AND PEOPLE**

**Learning Outcome 3: ACTIVITY 13**

**SMALL GROUP ACTIVITY**

## **Mining for Success**

Read the following case study.

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| Mining for Success is a multi–site, heavily unionised operation in the mining industry.  Traditional and hierarchical in structure and operation, there has been a history of poor employee relations and low productivity.  Changes are met with resistance.  A recent employee survey has indicated a low level of employee morale and general levels of dissatisfaction. |

Working with your study partners, prepare a short briefing note for senior management which outlines the concepts of involvement and commitment. In your response include consideration of:

* factors which may influence how committed the employees feel at Mining for Success
* practices a manager could take to foster greater involvement and commitment.

You will have 20 minutes for your preparation.