

SafeAssign Originality Report

HRM/420: Human Resource Risk Management • Wk 5 - Apply: Crisis Management Plan [due Mon]

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Jeannette Stanley

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① Crisis Management Plan

Jeannette Stanley

① October 21, 2019

Importance of the crisis management plan

A crisis management plan helps the employees ratify the approach that is focused on the emergency plan. The crisis management plan also creates the action to be taken by the management and the worker to protect the reputation of the organization and its image in the industry. ① A crisis management plan gives a comprehensive analysis of the role of workers during the crisis period. The crisis management team comes up with a crisis management plan to deal with the after chattels of the crisis (Ready, 2018). The crisis management plan assists the supervisor and manager to take appropriate and rapid action as per the company situation. The crisis management plan also protects the company from unnecessary threats as well as future perils. The plans prevent instabilities and uncertainty among the employees and help them to focus on work.

2

Crisis Details

A worker of Cabot Nutrition, an organization that manufactures supplements for infants, was in the act of tampering with infant formula. ① A worker was found meddling with the infant formula. ② The employee was fired, and the indictment have been applied. ① Many infants have been announced as a result of ailing from the formula. The incidents that arise were not life-threatening, all infants are expected to have a full restoration with effects that aren't long term. A Crisis Management Team has been put together to inquiry and upgrade the formula production development to prohibit future meddling. When the employer was fired, he later became violent and wanted to fight the supervisor of the organization (Bernstein, 2017).

An employee of Cabot Nutrition, an organization that manufactures supplements for infants, was in the act of tampering with infant formula. However, the incident was not life-threatening, but most infants fall sick. The inquiry team was on the ground, and the upgrade of production development prohibited future tampering with the formula infant (Ready, 2018).

3

Crisis Details

① A specific stakeholder was witnessed meddling with the formula by another employee. After the hearing, there was enough evidence that the worker was found guilty. ① Production was shortly shut down, and the FDA was informed. A recall was announced for all formula produced throughout the employment time of the worker.

The inquiry found enough evidence to accuse the worker of tampering with the sensitive product. With this information, the production got affected, and it was immediately shut down, the FDA was notified, and a recall was issued for all the formula that was produced during the time John Smith was working with the organization. ③ Two of your employees used this infant formula with their infants, and both infants are ill. You have been tasked with creating a response to this product-tampering crisis (Ready, 2018).

4

Crisis Details

③ Tampering could have occurred in the production line. Details for the cause of the shutdown were recorded and at a line blockage at the container washing machine (HR daily advisor, 2018). The incident raised the alarm because it happened in the time tainted formula was produced. The authorities analyzed the record. ③ It was quickly revealed that the employee in question is the only third shift employee in that section of the plant on the third shift.

It was also found that the tampering could have occurred at any point in the production line. Because the entire line is automated and not usually accessed by employees unless a malfunction occurs, and the line is shut down for maintenance (HR daily advisor, 2018). Details of the reason for the shutdown were recorded at a line blockage in the container washing station. This instance stood out, though, because it occurred in the time from that the tainted formula was produced. It was quickly revealed that the employee in question is the only third shift employee in that section of the plant on the third shift. The investigators spoke to the human resources department to see if there was a record of anything notable about this employee: And this employee leveled a complaint against his manager.

5

② Task force Team Leader- A senior executive who makes arrangements for the whole association. Security Director- This individual is liable for employee cultivation and information officer. Finance Director- They are responsible for apportioning emergency revenue, upholding these records including, and evaluating the worth of the crisis. Legal Counsel- this individual is in charge of knowing the legal consequence and how to handle it, they also necessitate to keep the rest of the team in the loop (HR daily advisor, 2018).

The team lead is in the makes decision for the whole organization. Additionally, the security director is an individual who is responsible for training employees. In this case, the officer will have the task of training the workers on how they can recover crisis and how to do away with. The finance director plays a vital role by creating a budget for emergency funds and examine the cost of the incident (HR daily advisor, 2018).

Lack of funds can sabotage the recovery of the crisis. Legal Counsel is personnel who could not miss from the committee. ③ Legal Counsel is in charge of legal ramifications and how to deal with the crisis and speed up team operation.

6

③ Task force Media Spokesperson- This is the POC (point of contact) with all the media outlets and knows how to preserve information that is private out of the story. ② Security specialists- are experienced in crisis planning and would come from an agency externally. ① They would be commending the team during and after the crisis. HR director- This individual aids the information officer (Security Director) to reach the affected workers and other individuals who had contact with the meddling formula. The also aid with the interpersonal affairs that have emerged throughout the crisis.

③ Media Spokesperson is the POC (point of contact) with all the media outlets and knows how to keep private information out of the story. Also, the Security specialist is an expert on crisis planning and would come from an outside agency. They would be advising the team during and after the crisis. Additionally, the HR director is a person who helps the information officer (Security Director) reach the affected employees and other people who had contact with the tainted formula. The also help with the interpersonal issues that have arisen during the crisis

7

④ Develop a crisis management plan

Create a team to check possible crisis incidents regularly. ① Designate a place from where blueprints can be contrived by the group to administer crisis. Put more effort on cultivation as well as continuity of crucial information and information. Build action plans which deliver essential information rather than retain The company should continually evaluate the result in response to the problem.

① Form a team to deliberate possible crisis scenarios regularly. Designate a location where blueprints can be contrived by the team to administer a crisis. Invest in cultivation, continuity of relevant information, and conversion. Develop action plans through which deliver fundamental information rather than retain

8

Summary of workplace violence

① Workplace conflict leads to physical acts of threats or violence to harm a person or property. Workplace behaviors that are abusive in the form of physical, verbal or psychological are categorized as violence. Grievance Procedure

① All managers and supervisors are liable to implement our policies and protect that all procedures are discrimination-free. Workers who suspect or witness

violence, or all violence witnesses, can report to Human Resources or their supervisor immediately. We will investigate discreetly and rapidly. We aim to preserve victims from victimization and harassment. Disciplinary Consequences

① Our establishment doesn't tolerate disturbance. Any such behavior will trigger improper disciplinary action, up to and including discontinuation, deportation from committees or boards, as well as possible criminal indictments.

Defining workplace place conflict and abuse can be hard, and that is why most people violate the policy at the workplace. The leaders in the organization direct employees and remind the repercussion of physically or emotionally assaulting others.

9

③ Communicating response to the crisis

Contact data belonging to the audiences should be incorporated and be available in the course of occurrence. Records should be refreshed frequently, and electronic records, as well as printed copies, should be used in this case (Bernstein, 2017). Communicate with the workers about what happened and make sure a situation like this does not recur again. And let the public know that the situation is under control.

Communicate with all workers, and explain in detail what happened, make sure they understand that situations like this one cannot occur again. Also, a recall for all the formula that was out needed to be collected and an announcement will be issued to let the companies know of the problem that we had and explain that the situation has been solved and that we are making sure another crisis like this one will not have occurred again (Bernstein, 2017). The public should be notified that everything is under control.

10

③ Communicating response to the crisis

② The company will continuously decree the results of our responses to the incident. The action will be kept on track, including monitoring the responses from the stakeholders of the organization (Bernstein, 2017). ③ Information derived from this stage helps to make adjustments to the process when required. ① Necessary Employee Counselling Strategies Stick to the company's progressive process of discipline Focus on correcting actions and behavior, not attitude Purpose to have objective assessments based on employee's documented performance.

② Embrace compassion and kindness as tools for your leadership Based on employees' interests, willingness, and skills, focus on improving their success Publicly praise your employees and in private, criticize them Check and verify what might be contributing to the lag Avoid forms of moral or personal judgments (Bernstein, 2017).

11

⑤ Crisis communication committee

The leader should embrace compassion and kindness regarding the employee's skills, interest, and willingness as you focus on their success. Criticize them positively and direct the workers and find out what might be contributing to their sluggishness. The organization should always be ready for any crisis. Better crisis communication committee maintains the company reputation as the public is addressed. ② If you can do the first 16 minutes of a crisis well, you are on your way to finding solutions, fixing the problems, and repairing and recovering from the damage. Do it the wrong way, and you will be dealing with damage control not only for the crisis but for your early mistakes that will result in severe outcomes.

Having a crisis communication committee to protect the reputation of the firm confidentially is essential. The committee creates policies to control any form of crisis and implement an effect in the process of communicating with the public (Bernstein, 2017). ⑥ "We have implemented our crisis response plan, which places the highest priority on the health and safety of our customers and staff." "Our thoughts are with those who were in harm's way, and we hope that they are well." "We will be delivering extra information when it is available and posting it on our website." ③ "Please feel free to contact us if you have any questions or concerns."

12

Conclusion Crisis management can either destroy or strengthen the organization, depending on how it is handled. Workers should undergo a training program for any situation that might occur. The staff should always be in a position to address the incident instead of calling outsider professionals. Workers should check the situation if it is over or have chances of recovering.

① Crisis management can make or break the company. However, it depends on the incident that is at hand. All organizations should have a crisis management plan set up and a team to make it successful. Workers should timely check to make sure the situation is over and to see what the chances of recurrence are. The staff should always be in a position to address the incident instead of calling outsider professionals.

13

References

Bernstein, J. ① (2017, November 10). The 10 Steps of Crisis Communications,» Bernstein Crisis Management. ⑦ Retrieved from <https://www.bernsteincrisismanagement.com/the-10-steps-of-crisis-communications/> HR daily advisor (2018). ⑧ Retrieved from <https://hrdailyadvisor.blr.com/2013/11/14/4-essential-components-of-workplace-violence-programs/> Ready(2018). ⑨ Retrieved from <https://www.ready.gov/business/implementation/crisis>

Source Matches (40)

1 Student paper	100%
Student paper	Original source
Crisis Management Plan	crisis management plan

1 Student paper	90%
Student paper	Original source
October 21, 2019 Importance of the crisis management plan	October 21, 2019 crisis management plan

1 Student paper	64%
Student paper	Original source
A crisis management plan gives a comprehensive analysis of the role of workers during the crisis period. The crisis management team comes up with a crisis management plan to deal with the after chattels of the crisis (Ready, 2018). The crisis management plan assists the supervisor and manager to take appropriate and rapid action as per the company situation.	It gives a comprehensive analysis of the roles and importance of workers during crisis Individuals symbolizing the crisis management team develop crisis management plan to dwindle the after chattels of crisis at the company Crisis Management Plan aids the manager and supervisors to take rapid and pertinent actions as per the situation

1 Student paper	78%
Student paper	Original source
A worker was found meddling with the infant formula.	An Employee was found meddling with infant formula

2 Student paper	72%
Student paper	Original source
The employee was fired, and the indictment have been applied.	The employee was fired and indictment has been filed

1 Student paper	93%
Student paper	Original source
Many infants have been announced as a result of ailing from the formula. The incidents that arise were not life-threatening, all infants are expected to have a full restoration with effects that aren't long term. A Crisis Management Team has been put together to inquiry and upgrade the formula production development to prohibit future meddling.	Several infants have been announced as being ailing from the formula The incidents that arise were not life threatening, all infants are expected to have a full restoration with effects that aren't long term A Crisis Management team has been put together to inquiry and upgrade the formula production development to prohibit future meddling

1 Student paper	65%
Student paper	Original source
A specific stakeholder was witnessed meddling with the formula by another employee.	John Doe was witnessed meddling with the formula by another worker

1 Student paper	84%
Student paper	Original source
Production was shortly shut down, and the FDA was informed. A recall was announced for all formula produced throughout the employment time of the worker.	Production was shortly shut down and the FDA was disclosed A recall was announced for all formula produced throughout the employment time of John Doe

3 Student paper	95%
Student paper	Original source
Two of your employees used this infant formula with their infants, and both infants are ill. You have been tasked with creating a response to this product-tampering crisis (Ready, 2018).	Two of your employees used this infant formula with their infants, and both infants are ill You have been tasked with creating a response to this product-tampering crisis

3 Student paper	71%
Student paper	Original source
Tampering could have occurred in the production line. Details for the cause of the shutdown were recorded and at a line blockage at the container washing machine (HR daily advisor, 2018).	also found that the tampering could have occurred at any point in the production line details of the reason for the shutdown were recorded at a line blockage in the container washing station

3 Student paper	95%
Student paper	Original source
It was quickly revealed that the employee in question is the only third shift employee in that section of the plant on the third shift. It was also found that the tampering could have occurred at any point in the production line. Because the entire line is automated and not usually accessed by employees unless a malfunction occurs, and the line is shut down for maintenance (HR daily advisor, 2018). Details of the reason for the shutdown were recorded at a line blockage in the container washing station.	It was quickly revealed that the employee in question is the only third shift employee in that section of the plant on third shift also found that the tampering could have occurred at any point in the production line because the entire line is automated and not normally accessed by employees, unless a malfunction occurs, and the line is shut down for maintenance details of the reason for the shutdown were recorded at a line blockage in the container washing station

3 Student paper	99%
Student paper	Original source
This instance stood out, though, because it occurred in the time from that the tainted formula was produced. It was quickly revealed that the employee in question is the only third shift employee in that section of the plant on the third shift. The investigators spoke to the human resources department to see if there was a record of anything notable about this employee: And this employee leveled a complaint against his manager.	This instance stood out though, because it occurred in the time from that the tainted formula was produced It was quickly revealed that the employee in question is the only third shift employee in that section of the plant on third shift The investigators spoke to the human resources department to see if there was record of anything notable about this employee this employee leveled a complaint against his manager

<p>2 Student paper 81%</p>	
<p>Student paper</p> <p>Task force Team Leader- A senior executive who makes arrangements for the whole association. Security Director- This individual is liable for employee cultivation and information officer. Finance Director- They are responsible for apportioning emergency revenue, upholding these records including, and evaluating the worth of the crisis. Legal Counsel- this individual is in charge of knowing the legal consequence and how to handle it, they also necessitate to keep the rest of the team in the loop (HR daily advisor, 2018).</p>	<p>Original source</p> <p>Team Leader- A senior executive who makes decisions for the whole association Security Director- This person is liable for employee cultivation and information officer Finance Director- This individual is liable for apportioning emergency revenue, upholding these records including, and Legal Counsel- this individual is in charge of knowing the legal consequence and how to handle it, the also necessitate to Keep the rest of the team up to speed</p>

<p>3 Student paper 95%</p>	
<p>Student paper</p> <p>Media Spokesperson is the POC (point of contact) with all the media outlets and knows how to keep private information out of the story. Also, the Security specialist is an expert on crisis planning and would come from an outside agency. They would be advising the team during and after the crisis. Additionally, the HR director is a person who helps the information officer (Security Director) reach the affected employees and other people who had contact with the tainted formula.</p>	<p>Original source</p> <p>Media Spokesperson- This is the POC (point of contact) with all the media outlets and knows how to keep private information out of the story Security specialist- they are an expert on crisis planning and would come from an outside agency They would be advising the team during and after the crisis HR director- This person helps the information officer (Security Director) reach the affected employees and other people who had contact with the tainted formula</p>

<p>3 Student paper 65%</p>	
<p>Student paper</p> <p>Legal Counsel is in charge of legal ramifications and how to deal with the crisis and speed up team operation.</p>	<p>Original source</p> <p>Legal Counsel- this person is in charge of knowing the legal ramifications and how to handle it, they also need to keep the rest of the team up to speed</p>

<p>3 Student paper 100%</p>	
<p>Student paper</p> <p>The also help with the interpersonal issues that have arisen during the crisis</p>	<p>Original source</p> <p>The also help with the interpersonal issues that have arisen during the crisis</p>

<p>3 Student paper 87%</p>	
<p>Student paper</p> <p>Task force Media Spokesperson- This is the POC (point of contact) with all the media outlets and knows how to preserve information that is private out of the story.</p>	<p>Original source</p> <p>Media Spokesperson- This is the POC (point of contact) with all the media outlets and knows how to keep private information out of the story</p>

<p>4 Student paper 85%</p>	
<p>Student paper</p> <p>Develop a crisis management plan</p>	<p>Original source</p> <p>A Crisis Management Plan</p>

<p>2 Student paper 80%</p>	
<p>Student paper</p> <p>Security specialists- are experienced in crisis planning and would come from an agency externally.</p>	<p>Original source</p> <p>Security Specialist- The individual are an experienced on crisis planning and would come from an agency externally</p>

<p>1 Student paper 83%</p>	
<p>Student paper</p> <p>Designate a place from where blueprints can be contrived by the group to administer crisis.</p>	<p>Original source</p> <p>Designate a location from where blueprints can be contrived by the team to administer crisis</p>

<p>1 Student paper 95%</p>	
<p>Student paper</p> <p>They would be commending the team during and after the crisis. HR director- This individual aids the information officer (Security Director) to reach the affected workers and other individuals who had contact with the meddling formula. The also aid with the interpersonal affairs that have emerged throughout the crisis.</p>	<p>Original source</p> <p>They would be commending the team during and after the crisis HR director- This individual aids the information officer (Security Director) reach the affected workers and other individuals who had contact with the meddling formula The also aid with the interpersonal affairs that have emerge throughout the crisis</p>

<p>1 Student paper 95%</p>	
<p>Student paper</p> <p>Form a team to deliberate possible crisis scenarios regularly. Designate a location where blueprints can be contrived by the team to administer a crisis. Invest in cultivation, continuity of relevant information, and conversion. Develop action plans through which deliver fundamental information rather than retain</p>	<p>Original source</p> <p>Form a team to regularly deliberate possible crisis scenarios Designate a location from where blueprints can be contrived by the team to administer crisis Invest on cultivation, continuity of relevant information and conversion Develop action plans through which deliver fundamental information rather than retain (Bernstein , 2017)</p>

<p>1 Student paper 74%</p>	
<p>Student paper</p> <p>Workplace conflict leads to physical acts of threats or violence to harm a person or property. Workplace behaviors that are abusive in the form of physical, verbal or psychological are categorized as violence.</p>	<p>Original source</p> <p>Workplace disturbance attributes to physical acts of threats or violence to harm a individual or property Behaviors that are abusive, whether physical, psychological or verbal, are also considered violence</p>

1 Student paper 100%

Student paper	Original source
All managers and supervisors are liable to implement our policies and protect that all procedures are discrimination-free. Workers who suspect or witness violence, or all violence witnesses, can report to Human Resources or their supervisor immediately. We will investigate discreetly and rapidly. We aim to preserve victims from victimization and harassment.	All managers and supervisors are liable to implement our policies and protect that all procedures are discrimination free Workers who suspect or witness violence, or all violence witnesses, can report to Human Resources or their supervisor immediately We will investigate discreetly and rapidly We aim to preserve victims from victimization and harassment

2 Student paper 94%

Student paper	Original source
Embrace compassion and kindness as tools for your leadership Based on employees' interests, willingness, and skills, focus on improving their success Publicly praise your employees and in private, criticize them Check and verify what might be contributing to the lag Avoid forms of moral or personal judgments (Bernstein, 2017).	Embrace compassion and kindness as tools for your leadership based on employees' Interest, willingness and skills, focus on improving their success Publicly praise your employees and In private, criticize them Check and verify what might be contributing to the lag Avoid forms of moral or personal

1 Student paper 97%

Student paper	Original source
Our establishment doesn't tolerate disturbance. Any such behavior will trigger improper disciplinary action, up to and including discontinuation, deportation from committees or boards, as well as possible criminal indictments.	Our establishment doesn't tolerate disturbance Any such behavior will trigger unsuitable disciplinary action, up to and including discontinuation, deportation from committees or boards, as well as possible criminal indictments

5 Student paper 63%

Student paper	Original source
Crisis communication committee	Crisis Communication Plan

3 Student paper 75%

Student paper	Original source
Communicating response to the crisis	Response to the Crisis

2 Student paper 81%

Student paper	Original source
If you can do the first 16 minutes of a crisis well, you are on your way to finding solutions, fixing the problems, and repairing and recovering from the damage. Do it the wrong way, and you will be dealing with damage control not only for the crisis but for your early mistakes that will result in severe outcomes.	If you can do the first 15 minutes of a crisis right, you are on your way to finding solutions, fixing the problems and repairing, and repairing and recovering from the damage Do them wrong, and you will be dealing with damage control not only for the crisis, but for your early mistakes, for a long time to come

3 Student paper 75%

Student paper	Original source
Communicating response to the crisis	Response to the Crisis

6 Student paper 81%

Student paper	Original source
"We have implemented our crisis response plan, which places the highest priority on the health and safety of our customers and staff." "Our thoughts are with those who were in harm's way, and we hope that they are well." "We will be delivering extra information when it is available and posting it on our website."	"We have implemented our crisis response plan, which places the highest priority on the health and safety of our guests and staff." "Our thoughts are with those who were in harm's way, and we hope that they are well." "We will be supplying additional information when it is available and posting it on our website."(10 Steps,2018) Once the crisis is assessed it is best to then finalize the complete key message

2 Student paper 73%

Student paper	Original source
The company will continuously decree the results of our responses to the incident.	The company will unceasing decree the results of our responses to issue

3 Student paper 72%

Student paper	Original source
Information derived from this stage helps to make adjustments to the process when required.	Information from this stage helps firms to make adjustments to the process as needed

3 Student paper 96%

Student paper	Original source
"Please feel free to contact us if you have any questions or concerns."	" Please feel free to contact us if you have any questions or concerns"

1 Student paper 96%

Student paper	Original source
Necessary Employee Counselling Strategies Stick to the company's progressive process of discipline Focus on correcting actions and behavior, not attitude Purpose to have objective assessments based on employee's documented performance.	Necessary Employee Counselling Strategies Stick to the company's progressive process of discipline Focus on correcting actions and behavior's, not attitude Purpose to have objective assessments based on employee's documented performance

1 Student paper 80%

Student paper	Original source
Crisis management can make or break the company. However, it depends on the incident that is at hand. All organizations should have a crisis management plan set up and a team to make it successful.	Conclusion Crisis management can either make or break the company It all depends on the situation that is at hand All companies should have a crisis management plan set up as well as a team to make it successful

<p>① Student paper 100%</p>	
<p>Student paper</p> <p>(2017, November 10). The 10 Steps of Crisis Communications,» Bernstein Crisis Management.</p>	<p>Original source</p> <p>(2017, November 10) The 10 Steps of Crisis Communications » Bernstein Crisis Management</p>

<p>⑧ Student paper 88%</p>	
<p>Student paper</p> <p>Retrieved from https://hrdailyadvisor.blr.com/2013/11/14/4-essential-components-of-workplace-violence-programs/ Ready(2018).</p>	<p>Original source</p> <p>https://hrdailyadvisor.blr.com/2013/11/14/4-essential-components-of-workplace-violence-programs/</p>

<p>⑦ Student paper 82%</p>	
<p>Student paper</p> <p>Retrieved from https://www.bernsteincrisismanagement.com/the-10-steps-of-crisis-communications/ HR daily advisor (2018).</p>	<p>Original source</p> <p>Retrieved from https://www.bernsteincrisismanagement.com/the-10-steps-of-crisis-communications/</p>

<p>⑨ Student paper 91%</p>	
<p>Student paper</p> <p>Retrieved from https://www.ready.gov/business/implementation/crisis</p>	<p>Original source</p> <p>Retrieved from https://www.ready.gov/business/implementation/IT</p>