HR Development. Analysis of this situation, using the questions to help you focus your discussion. Write the case study as a narrative; don't just answer the questions. Assignments should be submitted as Word documents to the Assignment Tool. Situation You work in the HR Department in a large, global enterprise. The HR organization is centralized, with the compensation/benefits, HRD, labor relations, and HRIS functions all located in the corporate HQ. There is also a corporate staffing department at the corporate HQ, and there are small, regional HR offices located at each 5 regional locations that handle staffing and limited benefits services. The locations of the 5 regional offices are: US – Midwest, US – South, US – Northeast, Western Europe, and Eastern Europe. You have set up and will lead a team to implement a new HRIS system that centralizes the personnel records for the first time, and makes all HR information accessible to all HR reps via the internet. Previously all records were kept in the corporate office and regional reps kept their own, limited files. This new system is scheduled to be “live” in 6 months. At the two-day kickoff meeting to launch this project team, the purpose of the team was clarified, and specific goals and interim target dates were quickly established. Here’s some information on the team members: US – Midwest: Harry Starker: Director of HR for one of the Midwest plants, 20 year veteran with the company, has seen it all, understands the history, was with the company prior to the acquisition of the European operations, is tolerated by peers and perhaps respected, but probably not liked. US – South: Tanisha Downey: Been with the company for 5 years, previously was VP of HR for a larger organization, currently Director of HR for the Southern operations, probably being groomed for a higher position. Not well known throughout the organization, but presents a generally favorable impression. US – Northeast: Rachel Cohen: Been with the company for 15 years, known as the gal to see if you wa