In this assignment, you will apply what you have learned about the use of training to make improvements in employee performance in support of organizational objectives. Select an organization that you are familiar with. Consider an area where performance does not meet expectations or where you see the potential for improvement. Write a short paper that addresses the following: • Identify a performance gap that you believe can be closed by a training program. • Describe how you would design and deliver an effective training program to address this performance gap. • Provide details of the training program and explain how it would close the performance gap. • Explain how the results will be measured. TOPIC: Sears Company The below is an example: Please verify and use only current data Rating: 2.6 > CEO approval rating: 19% > Employees: 178,000 (including Kmart employees) > Industry: Department stores A large share of Sears Holdings Corporation’s 178,000 employees work at one of 705 Sears department store locations spread across all 50 states. For the second year in a row, department store chain Sears ranks as one of the worst companies to work for. A disproportionate number of company workers complain about earning minimum wage and frequently declining commission rates. The company’s CEO, Edward Lampert, is also among the least popular in the country. Less than one in five Sears employees approve of Lampert — and likely with good reason. The company has posted a net loss of at least $1.1 billion every year since he took over in 2013. Low employee morale is likely affecting customers’ shopping experience. According to the American Customer Satisfaction Index, Sears ranks as the second worst department store for customer satisfaction. Sears Holdings also owns Kmart, an equally unpopular company to work for.