



SYNDICATE PRESENTATION

A DAY IN THE LIFE OF ALEX SANDER

GROUP - 11

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Is the management's decision of promoting employees like Alex correct or wrong?

Evaluating effectiveness of managerial decisions



- **PEERS'S POINT OF VIEW**
 - EXPECTATIONS???



1. COMMUNICATES CLEAR VISION
2. CONNECTS VISION TO DAILY TASKS
3. SETS CLEAR EXPECTATIONS
4. PROVIDES FEEDBACK AND COACHING
5. CARES ABOUT THE EMPLOYEE
6. SHARES PERSONAL EXPERIENCES
7. MAKES WORK FUN
8. FOSTERS TEAM DEVELOPMENT
9. VALUES EMPLOYEE PERSPECTIVES
10. REWARDS GOOD PERFORMANCE



360° FEEDBACK - POSITIVES

Colleague comments ^c	
Person H	<ul style="list-style-type: none">• Gives credit where credit is due. Alex ensures that teams receive due recognition even though Alex generates enough visibility on any team to take a lion's share of credit personally.• Generosity. Alex shows appreciation for work well done, such as dinners for the team working late, tickets to sports events and theater, and so on.
Person I	<ul style="list-style-type: none">• Is willing to mentor. In several instances, Alex has shown a willingness to mentor peers in specific areas.
Person J	<ul style="list-style-type: none">• Creative, relentless. Alex can shake up a stodgy group faster than anyone I know.• One of the most entertaining and interesting people I know. Socially, Alex is more relaxed than at work.



360° FEEDBACK - NEGATIVES

Colleague comments	
Person H	<ul style="list-style-type: none">• Arrogance/entitlement. Alex exudes an attitude of being better than everyone else. Very off-putting.
Person I	<ul style="list-style-type: none">• Stresses the system. Alex continually ruffles people's feelings. A lot of time is spent getting things back on an even keel.
Person J	<ul style="list-style-type: none">• Needs work on leading virtual teams. Alex needs more people skills to generate the kinds of results achieved on the two recent U.S. launches while leading a global virtual team. Alex does not see the value in diversity of approaches and attitudes.



- For the employees in any organisation, best leader is the one who takes care of them, takes out the best from them and keeps them motivated for the work.
- Since Alex lacks these qualities, therefore it is **NOT** a correct decision from peers' and subordinates' point of view.





- From Management's view point
 - Expectations??



Management Decision Making

Identify Problem or Opportunity

Develop Alternate Solution

Select an Alternative

Implement Solution

Evaluate Solution





- Maximize sales and profit of company.
- Employee must willing to take challenging tasks.
- Does the work in timeline.
- If needed put on every extra effort he can to complete task.
- Undaunting in taking decisions.
- Made the best use of all team in efficient manner.



360° FEEDBACK - POSITIVES

Person A	<ul style="list-style-type: none"> • Aggressiveness/initiative: Alex is a self-starter who identifies and implements whatever measures are necessary to launch products on time and on budget. • Undaunted by any learning challenge: Alex exemplifies the principle of a learning organization, continually identifying gaps in personal knowledge and finding ways to gain that knowledge.
Person B	<ul style="list-style-type: none"> • Entrepreneurship: Alex has the skills and approach of an entrepreneur, unwilling to be daunted by any barrier and unwilling to take "no" from anyone, inside or outside the organization. • Market/product knowledge: Alex knew relatively little about the cosmetics market at the start, but learned it fast. Alex has a far greater grasp of products than most product managers.
Person C	<ul style="list-style-type: none"> • Willing to ask the hard questions. Alex thinks ahead and sees the implications of decisions and situations. Alex pushes and pushes for answers. Alex never simply hopes everything will somehow work out.
Person D	<ul style="list-style-type: none"> • Never frozen by indecision. No matter what happens, Alex can compute the variables almost instantaneously and is confident in the conclusion. The problem is, Alex is seldom willing to give others time to catch up.



• 360° FEEDBACK - NEGATIVES

Alex Sander Areas Needing Further Development (provide examples)	
Downward Comments	
Person A	<ul style="list-style-type: none"> • Can breed hostility. Though Alex typically has the right answer, every time Alex comes up with the right answer without involving the team, a lot of people feel undermined.
Person B	<ul style="list-style-type: none"> • Give up being a lone ranger. To be a leader, Alex must learn how to delegate and to motivate others to excel. Alex's heroic measures create results, but I fear other employees are getting burnt out.
Person C	<ul style="list-style-type: none"> • Too honest in critical assessments of others. Though often correct, Alex probably needs to take a broader and perhaps more mature view of our people (as well as some of our suppliers). • Reacts too quickly. Must learn to treat other people (and other people's choices) with more respect.
Person D	<ul style="list-style-type: none"> • Narcissism. No, Alex, everything is not about you.



For The Management the priority is

- Alex is aggressively dedicated, undaunted.
- good product knowledge & decision making attitude,
- to go extra mile for achieving target.

So YES The Management will surely consider Alex as a potential candidate for promotion.



CONCLUSION

He is well deserving candidate in purview of the company as he is able to achieve all the targets, but there are certain changes that he needs to make in his attitude in order to meet the expectations of his peers.

- He needs to be more empathetic towards his peers and subordinates and should not behave in a way that can hurt their self esteem.
- He must understand that each one has different qualities and he shall stop comparing everyone with reference to himself.



- He should analyse weaknesses and strengths of his team members and accordingly assign tasks.
- He should reward the staff for their good performance and thereby motivates them.





- He should not overburden employees with work and maintain the work life balance.
- He shall always keep the working atmosphere stress-free.
- Also the management shall make sure that alex is imparted sufficient training on his behaviour towards his peers so that this doesn't create any problem in future.



