



A day in the life of Alex Sander

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Hello!

I am Alex Sander working with Landon Care Products as Product Manager

I am youngest manager in the firm

Recently had a 360 ° review

Case Study

What lessons from the training of Olympic winners should middle managers like Alex adopt?



1

Strengths



Strengths

Aggressiveness

Resolve to launch two new products in an year

Innovative

Option after quitting the job would be startup

Commitment

Adhering to timeline for Nourish.

Decisive

“but on the whole, my judgement has been right on target”

Multitasking

Coordinating with R&D, marketing, sales, european team members

Generous

Appreciation for work well done, team dinners



Strengths

Quick learner

Downward comments: knew little about cosmetic markets at start

Undaunted by any learning challenge

Adventurous

Backpacking through Asia

Rock Climbing in Sierra Nevada Mountains

2

Weakness



Weakness

Self-Centric

Doesn't value the input of others

Arrogant

Belittling Betty Garrison who has 20+ years of experience

No work life balance

Mails @03:00am, working even while working out

Not a team player

Doesn't impart motivation and shows no leadership skills

High Expectations

Meet crunched deadlines in the team meet

Give up planned vacations



Olympians

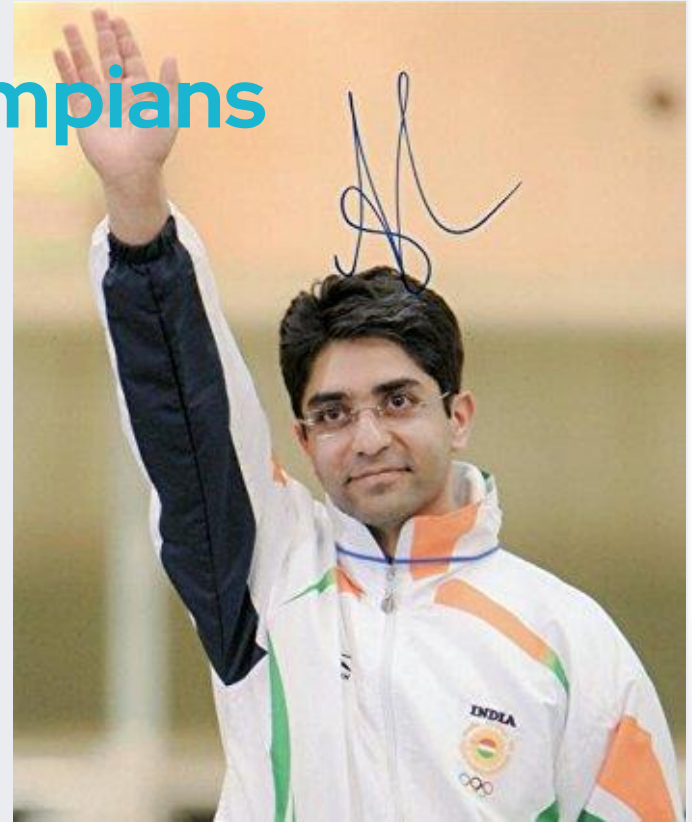
Their Characteristics





Characteristics of Olympians

- Take small steps each day
- Maintain a healthy learn and rest balance
- Value the advice of coach
- Perseverance and resilience
- Quick Learner
- Never underestimate anyone
- Sportsmanship



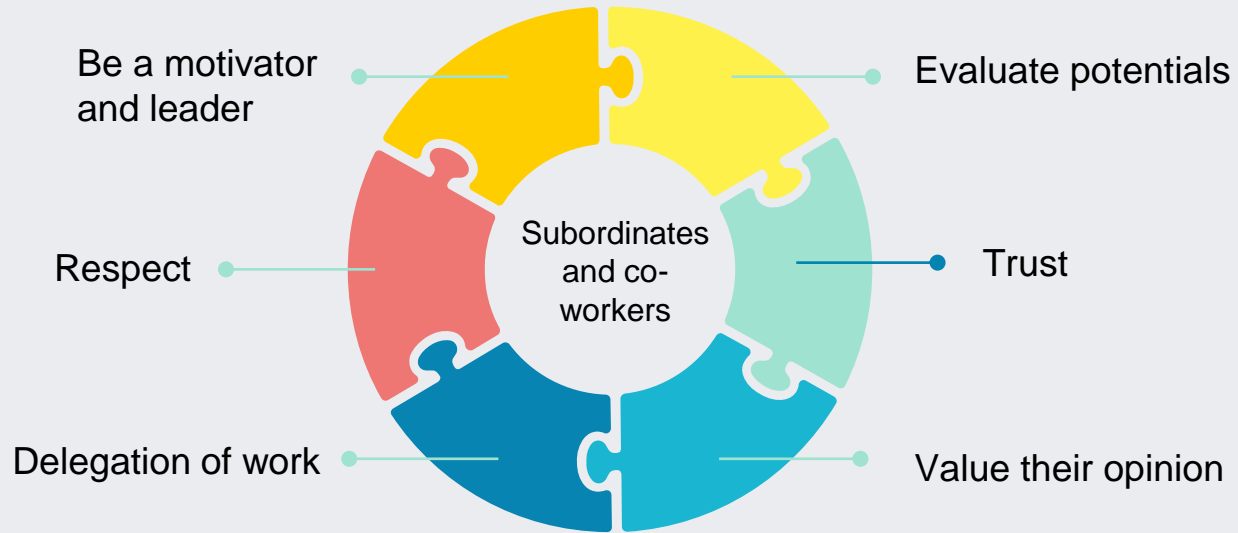


Learnings for Alex





Learnings for Alex





Thank you!