

# *A day in the life of Alex Sander*

## *A Case Study*

*Group 4*



Presented By –

Abhinav Goyal, M 02

Aman Gupta, M 07

Avneesh Yadav, M

# Our Question ?

How well would you do working with a person like Alex as a teammate? As a boss? As a direct report of yours? Please explain with reasons.

# Alex as a teammate

- Alex's colleagues believe that he is an inquisitive, intelligent, creative, relentless and an intellectual person.
- He is generous and a good mentor and is willing to give due credit to his colleagues.
- However, sometimes his colleagues feel that Alex has an arrogant attitude which can hurt people's feelings and stress out the work atmosphere.
- Alex needs to value and respect the diversity of ideas of his team members.

# Cont...

- I will try to establish a good rapport with Alex by focusing on the things I have in common with him – hobbies, interests, behaviour etc.
- After gaining trust and confidence, I will be more comfortable to work with a systematic and efficient person like Alex

# Alex as a boss

- Alex works tirelessly and he also expects others to work in the same way.
- If the work is not up to his standard, he starts micromanaging.
- If someone can't meet expectations of Alex, this does not mean they lack commitment and dedication.
- Does not praise others often and take more credit himself.
- As a boss, Alex Sander would be difficult to work for.

# Cont...

- Try to build trust.
- Will try to open up dialogue and will explain my situation politely to him.
- Try to know his expectations of me and will align my course of action.
- He has to understand the best ways to supervise, handle and approach his employees.

# Alex as a direct report of yours

- He being initiative, intelligent, decisive, foresighted, and a quick learner, is an asset to the organization.
- He has entrepreneur approach and is not afraid of learning challenges.
- However, Alex's lone ranger attitude can breed hostility and discomfort in his team.
- Alex is short tempered, too quick to react to situations.
- He needs to take more mature view of situations and other people.

# Cont...

- Alex is brilliant as an individual so if he worked individually on projects, I can assure myself of success.
- But, if he works as a team leader, I need to be careful about the generation of tensions in the team.
- However, if he is amenable to learning and acquiring essential leadership skills, I would definitely enjoy having him as a direct report.



# How to handle Alex Sander !

- A motivational session on leadership development might help Alex Sander.
- Firing him is not an option !
- Will try to convince Alex that performance is not everything.
- Try to develop a bond between Alex and team .

