

SYNDICATE PRESENTATION ON MANAGEMENT SKILLS

Group 9

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Case Study: A day in the life of Alex Sander

Question

What are the suggestions you will give to Alex to improve his decision making as a leader? (Decision Making)

Decision Making in Management

- ▶ **Most important component in management**
- ▶ **Keystone to the planning process**
- ▶ **Mapping the future goals and paths**
- ▶ **Facilitates innovation**
- ▶ **Increases Efficiency**
- ▶ **Business Growth**
- ▶ **It should be INCLUSIVE**



Qualities in Alex which makes him a good Decision-maker

- ▶ **Never frozen by indecision**
- ▶ **Commitment**
- ▶ **Self-confidence**
- ▶ **Product Knowledge**
- ▶ **Impressive Intellect**
- ▶ **Initiative**



Areas in which Alex needs to improve to become a better Decision-maker

- ▶ **Narcissism**
- ▶ **Arrogance**
- ▶ **Inflexible at work**
- ▶ **Lone Ranger**
- ▶ **Reacts too quickly**
- ▶ **Micro Management**



Suggestions to Alex

More of

- ▶ **Accommodative** – Of others' opinions (German team member) and pace of understanding
- ▶ **Empathy and EQ** - Classic example of high IQ low EQ
- ▶ **Trust in the subordinates** – Took the work off Garrison's plate
- ▶ **Inclusive decision making** – Team members feel undermined
- ▶ **Relator style of leadership** – The Platinum Rule
- ▶ **Flexibility** – His way or the highway, didn't read the 360° feedbacks
- ▶ **Work Life balance** – Long working hours and holidays, rejuvenate
- ▶ **Harmony in workplace** – Healthy participation and synthesis of ideas



Suggestions to Alex

Less of

- ▶ **Arrogance and aggressiveness**- Belittling and can breed hostility
- ▶ **Brutal Honesty** – Constructive criticism instead of Critical assessment
- ▶ **Lone wolf attitude** – Not inclusive
- ▶ **Micro management** – Trust in the team
- ▶ **Narcissism** – Makes him hard to relate with
- ▶ **Director style** – The Platinum Rule



CONCLUSION

- ▶ Alex Sanders is a very brilliant man with a potential to become a great leader.
- ▶ He has a very rich academic experience as well as previous work experience.
- ▶ His commitment and work ethics can take him places much beyond Landon.
- ▶ However, he is brought down by his own demons of narcissism and arrogance, which may cloud his decision making capabilities.
- ▶ His leadership quality is that of a Director, he needs to incorporate more of Relator leadership style by working on his EQ.

THANK YOU

ANY QUESTIONS ?