**Dan's story:**

*"Michael asked Joe to confirm our delivery, and he just outright walked out on him. It's disrespectful!"*

**Judith's story:**

*"Joe's reaction was definitely inappropriate. But, this has been a long time coming. The release for this project was set by another team before we even started, and Michael has been hounding Joe for weeks about our impossible backlog."*

*Email to Michael*

Hello Michael,

Greetings,

I would like to address an important conflict between team members and release deadlines in regards to your conversation with Joe.

As you know Joe has been working hard on meeting the deadlines and he is self-aware of project shortcomings and strives to close them as quickly as possible, taking guidance from you as and when needed.

And one key factor is that, I came to know while talking with Judith a developer that this issue has been a long time coming and the release for this project was set by another team before we even started.And achieving backlogs is almost impossible.

I understand these could have been identified at the early stage of the project and raise the issue/alarm, but the ship is on its way in the middle of the ocean, now the team is quite overloaded with tasks and the deadline is too short to achieve.

I would recommend increasing the deadline by 20% from the initial timeline, which would ease the workload and the team members would think of shifting the tasks and sailing the ship to the port.

As you know,

The team holds itself to a very high standard - and believes in being honest, hard-working, and dogged in researching technical problems and coming up with solutions.

The team respects all viewpoints and replies to all communications (email, slack, zoom), to the point and does not strive to be vague, offish or dismissive.

The team is biased towards action and has a cutting-edge engineering mindset and if not, strives to attain one by closely watching and learning from team members who are there.

The sailing won't be smooth all the time, but as long as you have the right purpose in mind, all will be just fine.

So please reconsider the timeline and everything else will fall in place perfect