Vignetten-Studie Leadership PA

Adaptiert nach Verena-Gespräch NEU FINAL

**1. Adopting a familiar or a new solution to a problem.**

Imagine two different road projects. Both projects face a

problem that has different possible solutions. The leader for

project A chooses a familiar solution that he has used before,

while the leader for project B chooses a new solution.

* 1. Adopting a familiar or a new solution to a problem.

Imagine two different HR projects. The leaders for both projects use a people analytics system. Both projects face a problem that has different possible solutions. The leader for project A chooses a familiar solution that they have used before, while the leader for project B chooses a new solution.

**2. Accepting or going against the advice of the management**

**team.**

Imagine two leaders, leader A and leader B, who both

experience a big problem. Both of them present the problem

to their leader groups. The problem is discussed and

the two groups decide upon an advice for how their leader

can solve the problem. Leader A chooses to follow the

advice of his leader group, while leader B chooses not to

follow the advice and to find his own solution.

* 2. Accepting or going against the advice of the management team.

Imagine two leaders, leader A and leader B, who both use a people analytics system at their workplace. Now, they both experience a big problem. Both of them present the problem to their leader groups. The problem is discussed and the two groups decide upon an advice for how their leader can solve the problem. Leader A chooses to follow the advice of their leader group, while leader B chooses not to follow the advice and to find their own solution.

**3. Sticking to an original decision or changing one’s mind.**

Leaders often make decisions. Imagine a situation where

two leaders, independent of each other, have to take an

important decision. They both choose initially one of two

possible solutions. After further considerations leader A

chooses to hold on to the original decision, while leader B

changes his mind and chooses the other option.

* 3. Sticking to an original decision or changing one`s mind.

Leaders often make decisions. Imagine a situation where two leaders, who both use a people analytics system at their workplace, independent of each other, have to take an important decision. They both choose initially one of two possible solutions. After further considerations, leader A chooses to hold onto the original decision, while leader B changes their mind and chooses the other option.

**4. Wait and see or intervene in a conflict between employees.**

Imagine a situation where two leaders, independent of each

other, are starting to suspect that there is a problem among

their employees. They have a choice between two possible

ways of handling the situation. They can either take action

and confront their employees with the issue and actively try

to solve the problem, at the risk of creating a lot of trouble

and unpleasant attention to a problem that might really just

been minor. Or they can wait and see how it all develops,

at the risk of the problem growing large and difficult to handle

later on. Leader B chooses to actively solve the problem,

while leader A awaits to see if blows over by itself.

* 4. Wait and see or intervene in a conflict between employee.

Imagine a situation where two leaders, independent of each other, are starting to suspect that there is a problem among their employees. They both use a people analytics system at their workplace. They have a choice between two possible ways of handling the situation. They can either take action and confront their employees with the issue and actively try to solve the problem, at the risk of creating a lot of trouble and unpleasant attention to a problem that might really just been minor. Or they can wait and see how it all develops, at the risk of the problem growing large and difficult to handle later on. Leader B chooses to actively solve the problem, while leader A awaits to see if it blows over by itself.