MGMT 6064 - Assignment 3

Individual TASK

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## Task 01:

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| **Style** | **Your Responses** | | | | **Total Score** |
| Yielding (Accommodating) | (Q1): 3 | (Q7): 2 | (Q16): 2 | (Q20): 1 | 8 |
| Compromising | (Q2): 3 | (Q10): 4 | (Q11): 4 | (Q17): 4 | 15 |
| Forcing (Competing) | (Q5): 4 | (Q8): 5 | (Q12): 5 | (Q15): 5 | 19 |
| Problem Solving (Collaborating) | (Q3): 5 | (Q9): 5 | (Q13): 5 | (Q18): 5 | 20 |
| Avoiding | (Q4): 3 | (Q6): 3 | (Q14): 2 | (Q19): 2 | 10 |

## Task 02:

As a member of team 10 during Assignment 2, I discovered that disagreements over viewpoints, methods, and opinions always led to disputes. As I thought back on the team's dispute resolution techniques, I saw parallels and variances between them and my own strategy. I myself have a tendency to handle conflicts in a collaborative manner. I support direct communication, active listening, and teamwork in the search for win-win solutions. However, not all team members shared this approach.

A few of my teammates appeared to lean more toward accommodation or avoidance. To keep peace, they would rather avoid confrontations or yield to the opinions of others, even at the expense of their own beliefs. However, some members displayed a competitive attitude, making strong opinions and occasionally taking over conversations. During Assignment 2, our team frequently turned to compromise as a middle ground when handling disagreements. Although compromise can result in quick fixes, I've discovered that it doesn't always properly address the underlying issues or produce the most creative solutions.

In assessing the organizational cultures of Volkswagen and the offshore platform, our team had to negotiate these differences in dispute resolution techniques. Using ideas and passages from Module 3, we examined and contrasted the cultures of these companies. Using the linked resources included in the instructions, we determined common values, beliefs, and artifacts in each business. We also examined, using examples from the supplied materials, how company founders, CEOs, and senior managers affect organizational culture.

Additionally, our team used a variety of motivation theories from Module 4 to address the scenario's motivational issues. Every team member shared their knowledge of how to utilize theories like Maslow's Hierarchy of Needs, Herzberg's Hygiene-Motivator theory, Expectancy theory, Goal Setting theory, Reinforcement theory, and Equity theory to inspire project managers to earn their PMP designations. Overall, our team effectively managed conflicts by embracing diverse perspectives and leveraging each member's strengths. While we encountered differences in conflict management styles, we collaborated to produce a comprehensive analysis and recommendations for both parts of Assignment 2.

After giving our dispute resolution attempts some thought, I think our group was able to resolve the pressing problems and completed the assignment. I do see several instances where we could have done better, though. In hindsight, a more proactive approach to encouraging teamwork from the start may have helped team members communicate and understand one another better.

If I could go back and redo Assignment 2, I would make an effort to encourage teamwork right away. I think we could have handled disagreements more skillfully and achieved even better outcomes if we had promoted open communication, active listening, and a focus on shared objectives. Furthermore, my goal would be to have a deeper comprehension and appreciation of the many dispute resolution approaches used by the team, using them to their advantage to overcome challenges more skillfully.