Moving on, there is an issue of an experienced employee who has been with the company for fourteen years who believes he was passed on a promotion he rightfully deserved. Employees raising their genuine concerns will always be a good thing as it improves communication within the organization. Part of being a democratic leader is being a listening leader. As the supervisor, l would seat down with the employee and try to understand why he felt like he deserved to be promoted. After listening to him l would point out to him why the co-leaders were promoted to those positions and try and highlight the qualities that they possess that he does not have. One of the major issue would be the generational difference which makes him lack in technological skills thus falling a little bit short when compared to the younger generation. However, I will point out to him that l believe in rewarding hard work and if he shows signs of improvement and consistence in the areas he is lacking he will definitely be considered for the next available promotion. The most important thing will be to point out that the team will always come first and the best candidate will always be selected without favoritism. Counselling will also be an important part of my supervisory strategy as it will help workers with clarity (Ref-s515540). I will always emphasize that l will be a listening supervisor but what l will not tolerate is the spirit of entitlement and threatening to quit if things do not go your way. This would just be a negative attitude and would not help the team in any way.