

Markintus Morris

Product Management & Practice assignment 3550

Case 3.1 Moss and McAdams Accounting Firm

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If you were Palmer at the end of the case, how would you respond?

Palmer could've just expressed his worries about his relevant stakeholders being dispersed among many accounts. Palmer must have handled the situation as soon as he became aware of it. conclusion of the day, Palmer should realize that management's choice was the right one for all parties concerned. Palmer is the project manager; thus, he is responsible for all elements of the project, including communication. Improved verbal teamwork on all levels may have resulted in a positive result. If I had been Palmer, I might closely examine what and how to respond to Sands and Crosby because it would not appear as insulting while tackling the subject of surrendering Old as a significant member

What, if anything, could Palmer have done to avoid losing Old's?

First and foremost, he had the option of sticking to his principles. The terms and criteria extremely clear. He was assigned to begin for Palmer from 1pm until 5pm. They should have emphasized the first occasion there was still a problem, then there might well have been a discussion to clarify how it would not be permitted.

What advantages and disadvantages of a matrix-type organization are apparent from this case?

Numerous initiatives can be worked on by various individuals at the same time. This results in a higher return on human capital for the organization. One of the matrix system's drawbacks that may be recognized in this scenario is a conflict of allegiance to the supervisors. Considering senior management was unaware of the behavior that Olds was showing, it culminated in a disagreement between the workers, necessitating Sands' intervention. Another benefit of the matrix approach in this scenario is that they are making effective use of corporate assets seeing as

both are engaged on two significant ventures that will generate money for the firm and therefore are operating separately of one another.

The matrix architecture is intended to maximize resource use by having workers work on various projects while also completing typical functional activities. When old people are obliged to submit to Palmer and Crosby, it might lead to friction and discomfort, as was the case with Palmer. Therefore, concentration and availability are compromised, and the integrity of production is worse than if they spent all of their efforts on a particular job at a time. As seen in the research study, having laborers work on different projects is not quite as simplistic as it might seem.

What could the management at M&M do to manage situations like this more effectively?

They might begin by assigning days rather than periods. By allocating periods for a team member to undertake a task, you limit the flexibility of a department to request a few more hours or to be late for a conference. Furthermore, leadership should have demanded status updates from those engaged.

M&M's administration should address the scenarios more satisfactorily by becoming more proactive and putting protocols and regulations in place to avoid misunderstandings. As indicated in Sands' situation, that old has already been allocated to a task. "It is critical for assignment administrators to be "culture sensitive" in order to establish suitable tactics and solutions while avoiding crucial norm violations that would endanger their performance inside the business."