



## Scenario

You are a Senior Manager at a large company in Malaysia. Recently, the company implemented a new succession planning process to identify and promote talent across the organization. However, several managers were passed over during the promotion process, which has caused tension among them.

One of your managers, who has been with the company for many years and has won multiple internal awards, is particularly unhappy. Recently, this manager has expressed dissatisfaction not only with the promotion process but also with how he is being managed. To make matters worse, he has taken to social media to air his grievances about the company, which is now affecting the company's reputation.

Concerned about the situation and the potential damage to the company's image, you have called this manager in for a meeting to resolve the situation and agree an action plan to move forward.

## Your Task

### Preparation (10 minutes)

You will have 10 minutes to prepare for your upcoming meeting with your subordinate.

### Meeting (15 minutes)

You will then engage in a 15-minute role-play meeting with the manager (played by an actor). During this meeting, your goal is to address the situation and come to a resolution.