

CASE STUDY

You work in a mid-sized tech company with a diverse workforce. The company is known for its commitment to diversity, equity, and inclusion. A promotion opportunity has arisen for a senior leadership position, and several employees are being considered for the role.

Two employees, Praveen and Vikram, are both strong contenders for the senior leadership position. Praveen has been with the company for five years and has consistently delivered exceptional results. Vikram joined the company two years ago and has quickly demonstrated leadership potential, innovation, and a strong ability to motivate their team.

As part of the promotion process, you are members of the senior leadership team, and must ensure that equity is upheld in the decision-making process

PROBLEM:

TO CHOOSE THE SENIOR LEADER AMONG TWO STRONG CONTENDERS PRAVEEN AND VIKRAM

VIEWS OF PROBLEM:

1. Praveen has 5 years of experience along with providing consistent result
2. Vikram has 2 years of experience with ability to motivate the team

SOLUTION:

We have to choose **Praveen for a senior leadership position** because he has 5 years of experience along with providing consistent results. Here the outcome of the result of work is important. And also choose vikram to be part of **assisting** with praveen to get experience along with helping praveen to work with the team with delivering his potential and innovation skill to motivate their team.