Sanjeev should realize that Rahul took great pride in serving tea to his seniors and  
respect that. Sanjeev must also realize that Rahul works very hard and should  
consider giving him promotion or give him tasks that will motivate him to continue  
to work hard. He should also proceed slowly while bringing the changes that he  
wants as he is new to the office. In order to achieve these changes he must  
actively involve all the senior and high ranking employees. Language also has an  
dramatic impact on how included people feel. He should also ensure that all company  
documentation uses language that is sensitive and appropriate to all the  
employees.