Thank you, Min. Based on the scenario, we can find that there are some problems in this leadership and the management. Firstly, as the Husky Air CEO says, the project is poorly planned and managed. The whole team is in chaos and team members always do whatever they like because the team doesn’t have the reasonable distribution of roles. This situation led to an unstable foundation at the beginning. With this poorly planned project, team members begin to complain the unbalanced work and the delayed phase. Moreover, some team members lose the direction during the process.

This shows that the delegative leadership, which is chosen by the project manager, is not suitable for the team because team members lack of the experience of agile project.

For the project manager, she received feedback passively and trust the team unconditionally every time. As the scenario describes, although she knows that there are definitely some problems during the process, she usually waits for teammates to report bugs instead of finding and solving problems on her own. Meanwhile, she never thinks about the experience of every team member and makes them decide what they should do rather than make a plan to distribute the task for everyone. Her expression may reduce the enthusiasm of the team.

In order to keep the project on the track, I have some suggestions. Firstly, replan the project and distribute the tasks and roles reasonably. Then, consultative leadership which needs everyone to participate and discuss a blueprint for the project together is a better choice for the project manager. In addition, project manager must recognize issues by herself. After that, the whole team may keep away from the troubled direction. That is my part. Thank you. Then let’s welcome George to describe his part.