**Leadership and team management**

Team cooperation is the most significant factor for the modern world of business to maintain competitiveness and vitality. Due to this situation, leadership, a necessary method to achieve to advance the efficient of team work, is extensively applied on many companies (Reeves, Deimler 2011). Nowadays, we have seen that leadership plays a primary role in directing the organizational goals and keep the team on the track. Moreover, when the project to encounter serious problems, the leadership may motivate the team to keep the project out of chaos (Group 4B, 2016).

Based on the scenario, as the Husky Air CEO said, the Soft Support project is poorly planned and managed which lead to the project turn to troubled. Firstly, the disordered team is without balanced work and clear ideas. Two team members lose the direction and are told that they make their own decisions by the project manager. This situation demonstrates that the project manager consider all team members are full of experience subjectively and choose the wrong leadership style.(the delegative leadership style) The delegative leadership style is when the leader describes the problem, makes suggestions, and leaves questions and plans to experienced team members to decide the blueprint for the project. (Scheedlitzki & Edwards, 2014) Obviously, the project manager choose leadership incorrectly.

Second, there are only two team members have the experience of the agile project. In other words, most people are conditioned to traditional project development approaches. However, the project manager doesn’t recognize the condition and knowledge of everyone. She never makes statistics of everyone’s capability and experience but subjectively consider everyone enables to finish the work independently. Moreover, the communication between manager and team members is a terrible issue which causes them misunderstand each other.

The most significant problem is the attitude of the project manager. She received feedback passively and trust the team unconditionally due to lack of investigation and communication. The expression decreases the enthusiasm without doubt. If she chooses the consultative leadership style which telling team members what to do, hearing their opinions, and advising how to improve at the beginning, the team may go off the troubled direction. (Scheedlitzki & Edwards, 2014) Regretfully, she overrates the team members and never operates any actual measures to keep the project on the track.

**Reference**:

Reeves, M, Deimler, M 2011 “Adaptability: The new Competitive Advantage” Harvard Business Review, Web. 16 Mar. 2016. https://hbr.org/2011/07/adaptability-the-new-competitive-advantage

Scheedlitzki, D. & Edwards, G., 2014. Organisation as Purpose: Leadership as Relationship and Values through Social Enterprise. In: Studying Leadership. London: Sage, pp. 290-294.