

Q: How should Tom respond to Frank's demands?

Tom should respond to Frank by doing option number 1, which is do as he was told, change his style to suit Frank's agenda, and execute on a strategy he believed was flawed. I am choosing this option because making Tom fail is not the right way to go about this. Frank doesn't want to listen to what Tom is saying, and Tom knows what is going on and knows that Frank is wrong. The way Tom should go about this is try to meet in the middle so that it doesn't seem like a drastic jump to Frank and Tom also gets what he wants as well. Another reason why Tom should continue working under Frank and work the way he wants, is because if he stops working the way he wants, Frank will fire Tom and Tom shouldn't really get fired cause he is trying to help Frank. Frank needs to learn from Tom with detailed information and slowly let Frank absorb this information as it seems too much to take in for Frank. Giving the information slowly will make it easier to digest and implement what Tom is saying at the end. If this doesn't work, then do what Frank is saying, but just in case have a backup plan so that if Frank's plan fails, which it most likely is, you can show your plan and he will really appreciate what you have done and will lead to a closer bond between Tom and Frank and in the future Tom and Frank can understand each other more. Overall, I believe that Tom should listen to Frank, but at the same time try to meet in the middle so that they don't both fail.