David Axelrod 10-13-16

Reading Assignment 14 MGMT 311

13-16. I would delegate based on multiple factors. If the project has the potential to garner a large share of the company’s revenue, especially if the client is a new one, the CEO should personally head up the project. Making that client feel as though they’re being catered too makes them that much more likely to continue to do business with the firm. Other projects should be delegated out to other officers and managers that have shown success in prior projects.

13-17. She can become involved in the creative process herself. If her employees see her leading from the front lines, they are that much more likely to respect her leadership and requests.

13-18. At the end of the day, an executive should not have to be in charge of a particular project to display their power. The way they hold themselves in the workplace and their methods of dealing with employee’s success and failure should be enough of a display of power. The customer really doesn’t care about internal power struggles so it is next to meaningless in the long term.

Supplemental Question

Samantha Parks likes displaying her personal and organizational power to a fault. There projects that she should release personal oversight on as it could hinder the team’s ability to meet their goals and deadlines. Samantha should focus her energy solely on projects that have the most impact and on projects where her skillset is a suited particularly well. She uses rational persuasion as well as pressure to influence those under her. She would be more suited to use inspirational appeals in place of pressure as to move her closer to the internalization result rather than compliance and resistance