

## **CASE STUDY 2:**

Anand is a project manager at a reputable engineering firm. He is known for his technical expertise and problem-solving skills. However, his inconsistent punctuality has started to affect his reputation and team dynamics.

Over the past few months, Anand has been consistently late to team meetings, client presentations, and even project deadlines. His team members feel frustrated and undervalued, as their time is often wasted waiting for him. Clients have also expressed dissatisfaction with his delays.

Anand's tardiness disrupts the workflow of his team. Meetings start late, leading to reduced time for productive discussions and decision-making.

Team members and clients begin to question Anand's commitment and reliability. Trust in his leadership abilities starts to erode.

Clients are unhappy with missed deadlines and delayed presentations. This jeopardizes the firm's reputation and potential future business.

### **Hypothetically if you are his manager**

#### **Do you think this is an issue that needs to be addressed? If yes, why?**

- Yes, Anand's consistent tardiness is definitely an issue that needs to be addressed. It is affecting not only his own reputation but also the teammates, workplace, client satisfaction.
- His lack of punctuality reflects his professionalism and commitment to his role as a project manager.
- So, addressing this issue is essential to maintain the team's productivity and the organization's reputation.

#### **Do you think this issue will affect the team coordination? If yes, how?**

- Yes, it will affect the team coordination, since it is a team project a lack of punctuality in a single person will have a huge impact in the result.

- The project will not be completed on time, and it could cause more dissatisfaction to the customers. That will affect the entire team.

**Which core value do you think is absent in this situation? How do you think this Core Value could have stopped such a situation from arising?**

**CORE VALUE: INTEGRITY**

**TRAIT: TRUSTWORTHY**

By consistently being late to presentations, meetings and deadlines. Anand had lost his trust in the leadership abilities and caused frustration and inefficiency within the team. As Anand is a project manager, he should lead the team in a correct way to achieve the result. But he failed to be on time to the discussion meetings. If Anand had demonstrated integrity by honoring his commitments and being punctual, it would have fostered trust among the team members and the clients.

**What is the action plan you would propose?**

As I am a manager of Anand, I would schedule a private meeting with him to discuss the issue openly and respectfully. I would enquire about any reasons for his lateness and offer support if needed.

Next, I would work with him to establish clear expectations regarding punctuality for meetings. I will help him to solve the reasons for his lack of punctuality and thereby he can finish his tasks on time.