**Executive Session I**

Vikas Reddy Sarasam - 20% 288175

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**Student Name Student ID No.**

Vishnu Vardhan Reddy Pisati - 20% 287964

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**Student Name Student ID No.**

Suraj Pratap Samirlal Poddar - 30% 275644

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**Student Name Student ID No.**

Rajan Pawar - 30% 279292

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**Student Name Student ID No.**

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**Student Name Student ID No.**

1. Describe which leadership style John, Tim, Beth, Steve, Jess most identify with and explain why.

**John** is an inspired and insightful leader because he meets with all the VPs weekly to see whether their departments are working as they should. He is also motivated because he listens to the VP's new strategies and ideas to help the company succeed. John is confident and bold because he is not afraid of helping his staff when they need help.

**Tim** is competent because he has been an engineer for a long time; therefore, he possesses the right skills to help the company to succeed, just as any leader would do. He has made many plans for the company's success, and he is using every strategy possible to ensure that his method works. He is also hardworking and influential because he ensures that he looks for the right people to talk about his plan.

**Beth** is a hardworking and positive lady. Even though she does not have the necessary knowledge, she does her best to ensure that the company got more sales. However, she does not allow her colleagues to make any suggestions and raise any questions. She is also ignorant because she does not have sound knowledge about the plastic company.

**Steve** is naïve because he does not trust his leadership skills. He fears that he will fail in his duties as a leader. Steve is, however, an open-minded leader because he is open to new ideas. He listens to his colleagues and uses them to set strategies to achieve the goal he intends to accomplish in his department.

**Jess** is a good and competent leader because she has new plans and goals to help the company succeed and is ready to share the plan with John. She cooperates well with her senior staff because she meets with them monthly. This shows that she is determined to accomplish her goal well, and she wants the best for the whole company.

1. If you were John MacMillan, would you act the same toward each of the four VP and explain why?

Yes. I feel that John’s leadership style is best suited to help the other VPs take up ownership in their departments and helps them develop into better leaders. Therefore, I would also act the same towards the four VPs of the company. John’s weekly meetings will help him understand his VPs’ growth and ability, and he can step in whenever needed. This approach will help the company grow organically and help others in the company grow too.

1. If you were hired as a consult, what recommendations would provide John MacMillan regarding his leadership team?

Assuming that if I was hired as a consultant for John’s company, the first thing I would ask John is to take active participation as a leader and will encourage him to set an example for the management role in the company. A good leader will always lead as an example. I would ask him to actively look through the company and manage major pieces if the company at least initially. Although John looks well after his VP’s and other staff in the company. But on the key thing he needs to focus is, whether the person working for him is able to understand the role he is given in the company. As marketing and sales team are one of the more profit driving teams of any company, John needs to tell Beth to focus on the company’s profits and goals and also give Beth an overview of company’s road map. John also needs to look into the issue that VP’s don’t dismiss the employees quickly, as this can hamper company’s reputation in future.

1. Please describe what would likely happen and likelihood of success if Beth Edwards would have adopted a supportive leadership style?

If Beth Edwards had taken a supportive leadership approach, the sales and marketing team would have operated more coherently. It would have also helped Beth understand the company’s goals and sales vision, and helped her create concrete goals to work towards the same. Beth would also enjoy a healthier relation with her managers and staff, as they would have worked with her to envision the sales strategies and marketing plans.

1. As a group, identify the most important things you would do within the first 100 days of assuming a management position? Rank them from 1 to 15 in priority.

\_\_1\_\_ Keep an open mind knowing no organization is perfect

\_11\_\_\_ Conduct Reconnaissance: explore, listen, observe, interview, asks pertinent insightful questions to gain knowledge and understanding the business and IT ecosystems

\_12\_\_\_ Understand the big picture regarding the business and IT strategic direction, goals, objectives, and CSFs as well as the expectations of you and other stakeholders that are influential in achieving the desired outcomes

\_13\_\_\_ Listen intently but verify until you know who you can trust and genuinely interested in your success and overall welfare of the organization

\_6\_\_\_ Understand the immediate needs, concerns, and priorities from different perspectives (e.g., customers, staff, supervisor, and senior managers)

\_\_\_8\_ Meeting with staff as a group and then individually (review past performance appraisals, resumes, training records, current assignments and their status, etc.)

\_\_10\_\_ Understand and validate status of individual and team initiatives; ensure proper alignment of staff assignments, team projects, and resources with company priorities; make adjustments if necessary

\_\_9\_\_\_ Define the goals and objectives with your team

\_\_\_7\_ Bring a fresh perspective and don’t be afraid to challenge the status quo & take calculated risks

\_2\_\_\_\_ Understand the strengths and weaknesses of your staff and others within the organization

\_\_14\_\_\_ Demonstrate through your actions and results what you bring to the table; don’t openly advertise and boast

\_\_3\_\_\_ Be positive, flexible, adaptable and supportive

\_15\_\_\_\_ Professional and diplomatically assertive when dealing with conflicts or when in disagreement

\_\_5\_\_\_ Do your homework; separate fact from fiction, and make well informed decisions

Identify problems but bring solution alternatives to the table

\_\_4\_\_\_ Identify problems but bring solution alternatives to the table