

MGT 723 Leadership team management
Final Term 2013

On the basis of the knowledge and information about Teams and Team-Based Structure we have learned from this course, can we conclude that all organizations need to develop and implement Team-Based Structure for efficient operations or not? Give logical reasoning to support your view.

It is argued that some conflicts in organizations are beneficial. If there is no conflict, an organization can become stagnant and unchallenging. What steps a leader could take to stimulate constructive conflict in a stagnant organization?

Mr. Luqman was hired as a change agent by an engineering company who wanted to incorporate new technologies in their system. At the initial stage Mr. Luqman had a meeting with all of the departmental heads regarding the change process. He was astonished at the comment of one of the departmental head, “What is the need of Unfreezing?, my managers will follow whatever I order them” If you were at the place of Mr. Luqman how would you respond to his comment

As a leader, should you change an employee’s Personality, Values, Attitudes and Behavior? **5marks**

You have read about different theories of motivation, describe any theory of work motivation based on the needs of followers and discuss the implications of selected theory in leadership practice. **(2.5marks+2.5marks)**

You have read about the five stages of Group Development, can the knowledge of these stages help a leader in managing his subordinates? Discuss the implications of this model for a leader. **5 marks**

Mr. Bilal had 20 years of experience in sales and marketing of

pharmaceuticals, when he joined “Faran Pharmaceuticals” as Vice President of sales. Several months later, he over-heard a conference call of his sales staff accidentally. He was astonished to hear that they were discussing how to bribe the doctors by giving the 2% discount. After investigation Bilal found that for years, sales representatives of this company had encouraged doctors to get the medicines on discounted price and charge full price from the patients. Doing so helped this company in getting major market share and huge profit. Billal was very depressed at this situation as he thought this act as unethical. If you were at the place of Mr. Bilal, what would you do? Would you speak against this act or would you remain silent as it is contributing in the good performance of your department? Or you would go for any other option. Give reasoning to support your opinion.**5 marks**

Most of the organizations in our country focus on written and oral communication. Rarely any organization conducts training on Non-verbal communication. Why is it so? Do organizations need to focus more on the non-verbal communication or not? Give reasoning to support your answer.
(2.5+2.5 marks)

Tension heightened in the meeting when Production Manager said to Marketing Manager, “your idea is very appealing but your deadline is completely unrealistic. Is anyone else here stupid enough to think that we can have this product ready in 3 months?”

- **If you were the in-charge of this meeting, how would you restore peace in this situation? (2.5 marks)**
- **What steps a leader can take to avoid conflict in team meetings? (2.5 marks)**

Are there any particular leadership styles that can be used to solve multiple problems during meetings? Discuss your rational.**3marks**

Suppose you are owner of a small construction company. Previously, in your

organization, record keeping was being handled manually. Then you realized that time could be saved by installing computerized record keeping. For that purpose, you got the system installed in your organization. Identify the managerial role you have performed in this situation. Give reasoning to support your answer. **3marks**

(You are required to identify main as well as sub role)