

Management and negotiating conflict style assignment

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**ASSIGN
BUSTER**

Hastings had a reputation of being hard headed, and not being able to take criticism. He used the autocratic style to push for his ways of doing things. They said he would sometimes embarrass employees, and roll his eyes at them. And when they had an idea he might call their ideas " dumb ideas". He was so bad at this he actually established the nickname " Animal". Hastings was young when he developed Pure Software, after establishing It he realized he TLD like the man he had become or the business he had created.

He sold Pure for \$750 million and changed his ways when he moved on to his new company Netting. At Netting Hastings was a new man; he changed his use of communications in sending and receiving messages in many ways. At Netting, Hastings was much more kind and open to new ideas. He changed his way of talking to employees and you can tell by the rise In stock and Hastings being named Businessperson of the year in 2010. 2. He changed his use of feedback by listening to his employees and their ideas, and when he didn't understand he loud say, " help me understand your idea, tell me why this will work. Instead of just rolling his eyes and acting high and mighty Like he did and his previous company Pure. 3. Hastings coaching style at Pure was poor: he wanted to change that when he created Netting. He defiantly improved his coaching guidelines in the following ways; He started giving praise and recognition, not criticizing, and giving specific and descriptive feedback. 4. I feel Hastings used two different styles one at Pure and one at Netting. I feel the style he used at Pure was more of a Forcing conflict style. Hen I read the case I got the impression that Hastings didn't care what his Pure employees thought about him it was more of a I win you Lose attitude

which is what the Forcing Conflict Style is all about With Nettling on the other hand I feel like he went for more of the Negotiating Conflict Style the more I win some, you win some. He cared more about his employees and how they felt. That is just my opinion but I guess if I had to pick Just one style he used in both of them I would pick the Forcing Conflict Style cause Hastings still ran a tight ship and at the end of the day he was always going to end up a winner. . The Conflict management style used by Nettling was Collaborating Conflict Style. It is the best solution agreeable to all parties. Joining forces with Epic was a good deal for both of them. That's why I feel the Collaborating Approach was the style used. 6. I am currently a Nettling user; I have been for many years. They are getting better and better every year. I really have no complaints, they have every show that I like to watch, and it is always very quick for me. I think the price is fair, and they let you watch it on every device you own.

I as a customer have absolutely no complaints. 7. I think the Group Level of Analysis was used. This level focuses on the relationship between the leaders and the collective group of followers. They focus on how a leader contributes to group effectiveness. Hastings used the Management paradigm by being concerned with stability, and finding out favorable conditions for success. He was a very successful leader too; there is no good manager that is not a good leader as well.