

Example of midterm research paper

[Business](#), [Management](#)



The 4 layers of diversity are; first layer is internal dimensions, which are not in a person's control, however, they impact expectations and attitudes of others like physical bodies. Second layer is the external dimensions which represent the individual differences, and this can be controlled by an individual in terms of their socio economic and upbringing entities. The third layer represents the organizational dimension which is based on the employment status, environment or histories (Kinicki, 2006). Lastly, the fourth layer is the personality, which is found at the core or in the middle as they represent the stable characteristics accountable for a person's identity. An example of how issues can lead to conflicts in clinical research is having incompatible personalities at an IRB, sponsor, CRO, or a research site. This can be because of working and collaborating with staff who are unpredictable, anxious, busy, tired, passionate, frustrated, and in a hurry. Therefore, tools of communication and conflict management are required to help solve the conflicts in a clinical research (Lombardi, 2007).

Dr. March is most likely to be at managerial level of leadership capacity. This is the diversity management competence where adaptability to external and internal contextual factors and openness to diversity is significant. The leader is using some forces that shape his leadership competencies. This is by being flexible and rapid, having global competition, and enjoining the differing employee needs. The manager manages and coordinates a team based approach so as to achieve result by comparing TD3 to other site management organizations.

Functional conflict is a conflict caused by directly by employees in the implementation of work. Example can include the adoption of a given system

where some members of the team are against the implementation. This affects the functioning of the work. On the other hand, dysfunctional conflict is a conflict that does not directly affect the goals and achieving of the work (Bonnie, 2013). For example, employees who do not adhere to the dressing code set. This can bring conflict in achieving organizational goals and objectives.

Collaborative skills as one of the nine strategies in developing leadership strengths can be used to develop leadership strengths. The skills can be used to incorporate other employee's ideas and skills in achieving an organization goals and objectives. This can involve having the employees developing their own skills and developing a combined idea of in-cooperating the different ideas.

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Describe which style(s) you will use to handle the conflict. (5 points)

The style used for handling then conflict is an active and non judgment listening skill for the parties. This involves making the two parties involved in the conflict to have a heart to heart talk and talk out their issues.

Describe a step-by-step process with the coordinator. (5 points)

A step by step process with the coordinator can involve; have a one on one talk with the coordinator, raises the issue; listen to her side, find a solution, issue a public statement on the issue of dress code

Describe how compliance with a dress code might contribute to the greater vision of a company. (5 points)

Compliance with a dress code can help to avoid conflict and make employees work in harmony in the organization; thus, contributing to the greater division of the company.

- List 5 supervisory issues in managing a blended (telecommuting) workforce. (5 points) List one key question for each issue. (5 points)

Supervisory issues in managing a blended telecommunication workforce and one key question for each issue; the alteration of jobs for the employees who adopt telecommunication, telecommunication makes novel demands on managers, the managers have to adapt, interpret, and implement telecommunication. Supervisors serve as gatekeepers on telecommuting. Therefore, they have a challenge of learning of how to maintain contact, supervise, and elicit performance on telecommunication. The challenges supervisors face are equity, coordination, and motivation of social integration workgroups.

- What is a mission statement?

A mission statement is an expression of existence and an identification of operation, services, and intention of long run vision.

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As a manager of a clinical research site I can employ a telecommuting given a chance. This is because telecommuting enhances employee performance, job satisfaction and reduces turnover. At the same time, telecommuting helps in saving costs on real estate and aids in working globally as one

maintains more working hours in the distributed systems (Lautsch, 2011).

- Assuming you chose to offer telecommuting to your reports, list the reasons why you would need SOPs and what their titles would be. (6 points)

Reasons for SOPs are to keep records and act as a solution to the challenges affecting individuals on their lives and work, the reduction of commuter time is also an advantage. The titles would be; record keeping, social integration, monitoring, work group culture, work life boundary management.

- List one employer benefit of telecommuting.

One employer benefit of telecommuting is it allows for space saving and reducing costs associated with business operations. (Lautsch, 2011). This is made possible by computer technology or telecommunications.

- The VP calls your idea visionary and challenges you to make the change using the five core principles of meeting the challenges of visionary leadership. Five principles (5 points)

Visionary leadership can be defined as the ability of turning visions into results.

The five principles of meeting the challenges of visionary leadership include; Challenging the process which includes allowing other people to be creative and encouraging innovation; being enthusiastic by having enthusiastic visions and encouraging others to be enthusiastic; helping other people to act by being a collaborative, team player and supporting other people's efforts; setting the example by being a role model showing the others the way to act; and celebrating achievements earned and having a heart with emotions and rewards (Lombardi et al, 2007, p 246). This would help the department to be team driven and multi disciplinary.

- False
- True
- True
- True
- True
- True

A mission statement for one aspect of my life is to serve, and make a difference to people's lives by use of excellent talents, experience and power in my possession.

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