

Career management of michele terry and joe francis flashcard



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Does Michele currently have a career goal? If so, what is it and is it different from the goal she had earlier in her career? Has it helped her achieve her Preferred Work Environment? If not, explain why you believe that Michele does not currently have a career goal. Answer: Yes, now her career goal is to serve Federal's younger managers as a mentor while she is holding the chair of taskforce of new market development. Yes, it is different from her previous career goal that was to become a president of Federal Bank.

Now she re-examined herself and discussed with officers and therefore broadening the scope of her current position to serve the community. So it is helping her achieve preferred work environment as she is able to serve the community. 2(b) Is Michele currently decided or undecided about her future career? If decided, does she appear to be vigilant or hyper vigilant? If undecided, does she appear to be developmentally or chronically undecided? Answer: Yes, Michele is currently decided about her career. She wanted to serve the community and she is currently doing that.

Yes, Michele appears to be vigilant about her future career. 2(c) Did Joe have a career goal throughout his career with Infotek? If so, what is it and how did he arrive at it? Has it helped him achieve his Preferred Work Environment? If not, explain why you believe that Joe does not have a career goal. Answer: No, Joe didn't have a career goal but he was satisfied with his career with Infotek. We believe that Joe didn't have a career goal because he had no target for advancement in his career. Joe started his career as a sales representative at Infotek. His sales performance was legendary at regional and district level.

He did not seek for the position of vice president of sales, but preferring sales to pencil-pushing and administration. He was not giving attention to his work and not enthusiastic, rather he worked only for his luxurious family life. He was not aware of his employer's dissatisfaction and not tries to develop his work. So we can say that he has no career goal. 2(d) Is Joe currently decided or undecided about his future career? If decided, does he appear to be vigilant or hyper vigilant? If undecided, does he appear to be developmentally or chronically undecided? Answer:

Joe is currently undecided about his career. He appears to be chronically undecided. Career Strategies 3(a) What specific career strategies has Michele implemented? Were they effective? Why or why not? Answer: Career Strategy: Career strategies are activities that help a person to meet career goals. The strategies Michele implemented as follows: ? Competence in the present job This is an attempt to perform effectively in one's current job. She wanted to broaden the scope of her current position. She wanted to influence the bank's approach to community reinvestments. ? Extended work Involvement

She engaged with additional responsibilities on her current job by leading a task force by new market development. ? Skill Development She developed different skills through attaining different training seminars on community reinvestment. ? Development of Mentor and other Supportive Alliances Mentoring can be defined as relationship between junior and senior colleagues, or peers who provides a variety of developmental functions. Michele began to serve as mentor to several of young managers to help them to get their careers established and perhaps avoid some of mistakes <https://assignbuster.com/career-management-of-michele-terry-and-joe-francis-flashcard/>

she may have made earlier in her career. **Image Building** This is an attempt to communicate the appearance of acceptability, success, and potentials for success. It also can include the acceptance and completion of high profile assignments that build one's reputation within the organization. Michele achieved outstanding performance appraisal through image building. The strategy that she implemented was not effective to reach her goal of being the president because the position that she was dreaming of required an MBA degree, multidimensional job experience in financial service industry, which she lacked.

But it was effective in way that she wanted to serve the community and build healthy relationship with his family and peers, in which she achieved success through her strategies used. 3(b) What specific career strategies has Joe implemented? Were they effective? Why or why not? Answer: The following strategies in this case that Joe implemented: ? **Competence in the present job** This is an attempt to perform effectively in one's current job. He performed outstandingly as a sales representative. ? **Image building** It is to convey an appearance of success.

These strategies were effective for Joe because his legendary sales performance at district and regional level caught the eyes of management that grants him expected promotion as VP having six figure handsome salaries. But **Image Building**, that is, branding needs nurturing through continuous development and creative activity. That is need opportunity development for the long run period to hold the image strong. His strategy of competence in the job and image building were effective for short time and early period of his career.

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But lack of implementation of other strategies such as “ skill development” and “ opportunity development action” made him ineffective for the long run. Career Appraisal 4(a) To what extent has Michele received useful feedback regarding her career? Why? What has she done or not done to receive feedback? Answer: Michele got large extent of feedback, as follows: ? She got negative feedback from the management of her company for the post of president. ? She got negative feedback at least 15 times from other banks during last five years ? Federal officers suggested to give up her goal to be a president of the bank Her husband also suggested her to move the goal from being the president of the company to elsewhere. Because, some attributes (MBA degree, multidimensional job experience and image of the officer) that president bears were absent in Michele Terry. To receive feedback she talked with the management of her company, her peers and her husband and has changed her strategies according to the feedback. 4(b) To what extent has Joe received useful feedback regarding her career? Why? What has she done or not done to receive feedback? Answer: Joe did not get useful feedback regarding career because he did not seek so.

Joe got promotion as vice president at his company which indicated that management was satisfied with his performance in the short time in his early career but they became dissatisfied as he was not working with attention and enthusiastically. Overall Effectiveness of Career Management 5(a) Who is more effective in career management, Michele or Joe? Why do you believe that? Answer: Michele is more effective in career management because Joe was not conscious enough about his career advancement. On the other hand, Michele explored her career, changed her goal, developed strategy

and implemented the strategy. (b) What personality characteristics enable individuals to manage their careers effectively and what characteristics prevent individuals from managing their careers effectively?

What personality characteristics did you observe for Michele and Joe, and how have they helped or hampered them in managing their career? Answer:

The following personality characteristics enable individuals to manage their careers effectively: ? High Ambition ? Specific career goal ? Hard working ? Desire for money & status ? Willingness to help others ? Willingness to serve the community Power at a higher degree to influence others ?

Innovativeness ? Ability to perform well ? Flexibility The following personality characteristics prevent individuals to manage their careers effectively: ? Ambition that is impossible to achieve ? Unrealistic career goal ? Lack of decision making capability about career ? Inability to utilize the chances ? Non-specific career goal ? Unplanned career path Michele Terry ? We have observed high ambition ? Specific career goal ? Desire for money and status ? Willingness to serve the community, ? Flexibility, ? Innovativeness and willingness to help others.

But, her goal was impossible to achieve and she lacks power in a high degree to influence others. Unrealistic career goal hampered Michele first time in meeting her career goal. ? But, later, flexibility to relocate career goal and to cope with the environment made her satisfied with her career. Joe Francis ? Not ambitious ? He lacks flexibility and the ability to influence others (top management and family). ? He was a good performer at his work as sales representative. ? He was hard working and desired money and status for his family. ? Lack of flexibility made him unable to cope with new <https://assignbuster.com/career-management-of-michele-terry-and-joe-francis-flashcard/>

promoted position. Moreover, he was not able to influence management in his way. This hampered his career management. What is Next? 6(a) What should Michele be doing now to manage her career effectively? Why?

Answer: To manage Michele career effectively, she should continue her work as the head of the taskforce on a new market development and she must continue her outstanding performance. This will help building image and thus, retain her present career.. Besides, she must try to develop supportive relationship in her job arena. All these will help to manage her career effectively.

Supportive relationship and image building will ensure better position of Michele in the industry and will give immense pleasure and opportunity. Again, family life has an impact on career. So she should continue spending time with family so that she can earn pleasure and happiness from her family life too and will be able to concentrate on her work easily. 6(b) What should Joe being doing now to manage his career effectively? Why? Answer: To manage Joe's career effectively, he should talk with his family which will help him to get new ideas and to reduce his mental stress and frustration. Because family life has a great impact on work-life.

Now Joe has to go for massive career exploration, he needs to relocate his career goal and develop and implement strategies such as " image building:", " skill development", " development of mentor and supportive alliances" to meet up new goal. It seems Joe is going to lose his job in Infotek. Now a new job is required for him and that's why setting a new career goal is must for him. Conclusion Human behaviour is the most difficult part to analysis. But behavioural scientists have tried hard to make a frame to give the behaviour <https://assignbuster.com/career-management-of-michele-terry-and-joe-francis-flashcard/>

some kind of structure. In this case, we have analyzed two different types of professional career.

Michele Terry and Joe Francis were totally different from their career planning. Michele had decided his career goal from the very beginning of her career though remain unreachable to her goal, where Joe had no decided career goal with a valuable position in the organization. Career is one of the major parts of human life and selection of career is the outcome of human behaviour. So career planning and development has become an important part of Human Resource Management. Finally, this case has helped us to realize and as well as analyze the practical dilemma of career management and the necessity of appropriate career management.