

Applied research technologies

Technology



Determine the leadership style that Peter Vyas exhibited as he considered the group's proposal and provide examples of his behavior. Peter Vyas, a general manager of Applied Research Technologies (ART) in the Filtration Unit Division, was tasked to re-launch a mini water-oxidation product.

With this opportunity, Peter had firsthand knowledge of the two failed attempts in the last three years to bring this task to fruition with ART's marketing department. Peter recognized the task of re-launching a successful mini water-oxidation product was a major challenge, however he recognized that his team had worked countless hours to make this project a reality and he strongly believed that the team was now in the right direction for success.

Having prior knowledge of the failed attempts and reviewing the lessons learned Peter Vyas' had an advantage on which leadership style to display when considering the group's proposal, with this information I believe Peter showed both a Consultative and Directive leadership style, the reason I believe both leadership styles are in resemblance, per the reference in the Project Leadership book, by James P.

Lewis a Consultative there is a strong emphasis, Peter's reference to Consultative is apparent when he recognized that his team had worked tirelessly to make the mini water-oxidation product a reality and he strongly believed in his team and believed they were now headed in the right direction for success. His Directive Leadership behavior is apparent as per the Project Leadership text book, Directive Leadership is "the leader is focused on the task requirements.

If his or her behavior is high, it means that a lot of emphasis is being placed on the task itself. " Supporting his team was one thing, however he knew if he supported the proposal he would be putting his reputation and the reputation and credibility of the entire unit at risk, therefore he had to focus on the requirements of the task also therefore I feel his behavior is aligned with a Directive leadership style. What leadership style did Vyas' boss, Cynthia Jackson, exhibit as she considered the proposal?

Cynthia Jackson leadership the Vice President of ART's Water Management Division, also exhibited a Directive leadership style, she researched and fully understood the reason she was appointed the new assignment as a result of mounting losses in the Filtration Unit, therefore to properly prepare for her role so that she is effective, she devoted countless hours trying to get Peter and team back on track. After being on the job for a while and providing oversight, her report stated that Peter seemed to be an excellent and talent manager mentioned his ability to recruit, motivate and obtain good people yet the unit lacked discipline.

She took charge at the first meeting and explained a way forward in developing future proposals using a rigorous three-phased process linking market analysis and technological development to business planning. Cynthia's approach seems more aligned with industry whereas she has set up milestones to ensure the project is on the right path of progress and have measurable pulse checks. Cynthia clearly told Peter what needed to be done and how to do it, however she as a leader showed Peter she had confidence in him, yet clearly told him what he needed in order to be successful.

Typify your leadership style and indicate how you would let your team know your response to this proposal. My leadership style is consistent to the four Quadrants of the Hersey and Blanchard leadership style. I am approachable, fair yet consistent with the twelve person team I manage, 4. Describe one (1) of your bosses who exhibited the same types of behaviors as Cynthia Jackson and explain how effective that leadership style fit the project