

**AOL End term assignment (PGCSL-I) : Neelanjan Mazumder (TS18012)**

**Topic - Self management:**

- 1. Prepare a list of your needs where their gratification is delayed by your parents. What is your reaction to it? What do you think is your parents' intention?**

**Answer:**

Following needs during my childhood were delayed by my parents-

- a. Freedom to choose own fashion and garments while shopping during Durga Puja celebration
- b. To learn driving two wheelers (Scooters, Motorcycle)
- c. Watch movies with friends in cinemas
- d. Freedom to watch good English movies during late evening

My reaction – They were controlling me more than required and unnecessarily affecting my happiness. I failed to understand at point in time what harm it would have done to me.

However, my parents' intention was to instil discipline and help me to be focused on the priority things to my career development

- 2. Which of your activities are only individually satisfying? Which of your activities are socially acceptable? Enumerate your behavioural patterns that are both individually satisfying and socially acceptable.**

**Answer:**

Activities individually satisfying are:

- a. Riding Royal Enfield motorcycle over the weekend to long distances
- b. Finding new places at far off places
- c. Going on trekking and clicking natures around
- d. Participating in Road race/Half marathon
- e. Some times donating in care foundations for critically ill children
- f. Playing badminton over some weekends with friends and spending good quality time through physically strenuous activities
- g. Occasional smoking and drinking

Most of the activities are socially acceptable except point a & g. Point 'a' contributes to environmental pollution through burning fossil fuel which has an adverse effect on the society

Point 'g' is surely a social taboo hence socially not acceptable.

While I believe in extracting pleasure from life, I am equally conscious of my surroundings. At times I indulge in things purely for my own satisfaction but it's very sort lived and soon I become conscious of things around me. E.g. while I enjoy my weekends travelling distances by own vehicle for own satisfaction, over week days I mostly rely on public transports reduce my carbon footprint. I even avoid high polluting vehicle even though it means little extra running cost (driving petrol car over diesel car).

While smoking occasionally, I keep in mind that no other person is becoming a passive smoker because of me. I try to balance my behaviour both individually satisfying as well as socially acceptable.

**3. *Life goals, aspirations and what I want to become in next 10 years***

**Answer:**

My ultimate goal in life is to provide quality education to my daughter and help her establish herself well in the society.

My other aspirations include have a stable life for my family as well as doing something for the underprivileged in the society.

In next 10 years I want to establish a well-known entity in the domain of research and analytics. This should help me leading life on my own terms as well as sharing my wealth with the underprivileged of the society. E,g, I want to establish a business model in my native place which could be run by people there and giving them means of earning. This could be established under the umbrella of my bigger setup of research and analytics.

**4. *Reaction to mistake, Objective evaluation your reaction, whether justify or accept error? Whether feel awkward, guilt or you can forgive yourself?***

**Answer:**

Whenever I make a mistake, the first thought that comes in your mind is the pain of rework and then subsequent post mortem for reasons and chain of events. Thus, the first solution that strikes in mind is to suppress it through some quick fixes. However, there comes my values of sticking to the truth, sense of dignity and integrity. What trail am I leaving for my fellow colleagues and followers.

The sector of my profession is based on integrity and truth, thus I try to deal with it in the right professional and truthful manner.

When admitting my mistake, I try to substantiate with reasons that could have led to the mistake. At the same time I try to ensure that my reasonings are not considered to be lame excuses to justify the error.

While admitting any mistake, I definitely feel awkward but I also present a post mortem of the mistake and possible steps to prevent its further occurrences.

### **Topic - Leadership:**

- 1. If you are leader of your class, which type of power would you use to control your group? Why? Do you like to lead? Why?***

#### **Answer:**

As a leader in my class, I would like to lead by my expert power. As a leader of a class one should be chosen based on knowledge of subjects and all rounded abilities to guide the group in all aspects. In a class everybody is at the same level and no one enjoys any special power due to higher managerial ability like in corporate/govt departments. Thus, knowledge and influential skill of the leader is most important in such a case to lead the group.

I am keen to be a leader as I take deep interest in setting examples for others. I strongly express my views about any subject and love to spread my experiences & thought process in a team. Ability to manage conflicts in a team, leading with examples, foresightedness & influential skills come naturally to me. I am not a solo worker and my advance thought process in work always helps setting trends for others to follow. So, me becoming a leader helps to achieve team goals better.

- 2. Collect data on three best leaders, about their personality, characteristics, general decision making and popularity***

#### **Answer:**

**Netaji Subhash Chandra Bose** – A prolific freedom fighter and a charismatic leader who formed & led Azad Hind Force to fight against the Britishers.

Personality traits: A courageous personality who fought till the last breath for the nation. He had a deep passion to achieve his desired goals. His great oratory and influential skills helped him build a formidable force in Azad Hind.

He always thought beyond the tradition to achieve the seemingly impossible. When he approached Hitler who was hated across the world, the only driving force for him was to tie up with the enemies of Britain who were torturing the people of India which was no less than the atrocities of Hitler on Jews.

So, his decision making was completely aligned & focused towards the ultimate goal in sight. His charismatic leadership style and ability to channelize energies made him very popular among his followers.

Some of the critical decisions that he made such as escaping from his residence at Kolkata to travel far off Japan & Germany, taking long sea route by submarines were very risky in nature yet his focus towards the ultimate goal couldn't deter his determination.

**Mahatma Gandhi** – He revolutionised the entire independence movement through his principle of “Ahimsa”. He always preached what he practised in his real life. His simple and pragmatic ways of dealing with people made him very popular. He always led from the front yet not identifiable as different from others from his appearances. This depicts the ability of a person for self-introspection and high degree of self-management.

In spite of immense pressure from various other quarters of society, torture from the British administration, he didn't deviate from his principle of non-violence and persevered it through thick and thin. This depicts his high level of emotional maturity and emotional intelligence.

His leadership style was democratic in nature, he empowered his followers to take critical decisions. However, his knowledge, charisma, influential skills had a great impression on all his followers. He always delivered clear goals and ensured that everyone is aligned to it for success.

The unique feature of his leadership skill is that, he always believed the process or the way a goal is accomplished is as important as achieving the goal. So, he was very particular about the process of “Ahimsa” in securing freedom for India.

**Sourav Ganguly** – Reason for Sourav Ganguly as a leader of discussion is because of the way he turned around confidence in team India when the morale of the team was very low and he was able to turn it around by almost 180 degrees.

The key personality style of he possess are – Perseverance, Confidence in what he believes, Strong mindset to face any situation and influential oratory skill.

His leadership style is a balance of all three types i.e. Democratic, Autocratic & Laissez-Faire.

He always changed his leadership style based on situation, e.g. while dealing with senior players like Sachin Tendulkar, he needn't interfere much rather than keeping him aligned on the team goal. At the same time, he used to handhold new comers with complete guidance on all aspects.

His transformational leadership style helped changing team India's performance to a great extent in the world stage. Through his charisma and individualised consideration, he inspired everybody in believing to their capabilities thus achieve the ultimate goal.

**3. Interview five educated ladies regarding their views about opportunities for women as political leaders**

Couldn't complete it

**4. Take any important decision in your life and systematically go step by step in information processing. Write down the appropriate solution according to you**

**Answer:** An important decision in my life was when I decided not to pursue a job offer during campus placement of my management course from an established corporate for the role of a territory sales in charge. The offer at that point in time would have given me an edge in terms of working for a big corporate as well as gaining rich experience in sales & marketing.

I took this decision as I was more keen to follow a path in IT sector or in the field of Research & Analytics. The time was way back in 2001 when the IT sector was going through a rough patch due to dotcom bubble burst and IT jobs were not easy to come by.

So me and couple of my friends started working of our own on a few freelancing projects on developing business applications. This helped us sharpening our skills in our desired field and building confidence of client management from the beginning.

After continuing for over an year, I got an opportunity with a big corporate in the field of advance analytics from where my career started in the right direction.

I still believe that it was a very important decision in the right direction as if we follow our passion with sustained effort, success will be even sweeter.

If I look back at my starting days, the following important traits helped me create a sustainable career path for myself –

- a. Confidence of facing tough business situations
- b. Perseverance
- c. Ability to take important decisions at the right juncture
- d. Share responsibility own's action thus developing foresightedness

### **Topic – Team Building**

**1. Enumerate the various types of teams that you have seen in various organisations. Evaluate their functioning and describe their communication patterns.**

**Answer:** Different types of teams that I have encountered are as follows –

**Task oriented team yet self-managed** – In this kind of a team, leader's role is to allocate broad areas of work to each and every individual. Each individual in turn decide the best possible ways

to accomplish certain tasks in consultation with the team leader. Each individual is aware of their targets. They are self-motivated to accomplish respective tasks.

Leader plays the role of a facilitator and intervene according to the need of team member.

**Pure task-oriented team** – In this kind of a team, information only flows from top to bottom. Team members work as per instructions given by the leader. Team members are supposed to follow instructions as given by the leader and the leader is held responsible for any error/problem in the work process or ultimate delivery.

**CFT (Cross Functional Team) for overseeing & decision making** – This kind of a team is created when a critical project is under progress which is dependent on delivery from multiple teams and involve stakeholders from multiple departments. This team meets in a periodic manner to take stock of progress and make important decisions on future course of actions. When team members get back to their individual team, disseminate key decisions taken in the CFT meeting with their respective team members and follow up on activities within respective teams.

**2. *Seating arrangement for a social gathering in college. Write down exact work distribution as well as interaction within the team according to principles of effective team work***

**Answer:** Work elements include liaising with vendors to supply chairs/tents and other relevant equipment for the function, plan placement of chairs according to profile of guests, make arrangement for emergency exit plan & arrange for volunteers to manage audience gathering during the event. There has to be a team consisting of a few girls and boys who will take care of welcoming the guests and leading to the venue, looking after their refreshment and other needs.

Each sub team will have a team leader who will percolate and execute decisions within his/her team as instructed by the overall leader.

The team coordinating with the vendors should acquire quotes from multiple suppliers and discuss it with the team leader in presence of other team members. Final shortlist should be discussed with the college administration and an eligible vendor will be shortlisted.

Another team responsible for arranging seating arrangement and chair specifications according to profile of guests, have to manage procurement of the right number of chairs and various other equipment to setup the stage for gathering.

Arrange for training and rehearsal for the volunteers to manage the day of the event. Leader has to look after specifics of the training requirement and emergency plan for the guests.

Sub-team leaders have to be responsible for ensuring execution of decisions within his/her team as decided by the management team.

The entire team has to be an autonomous self-managed and self-motivated team where everyone shoulders responsibility of making the entire event a success. The leader is a mere facilitator and helps to finalise decisions through discussions within the team. The leader should also be participating across all activities, constantly interacting with sub-team leaders and working hand in hand with other team members.

- 3. In a group of your friends, if you realise that there are negative emotions among the members such as hostility and anger, then describe the ways to improve atmosphere. Suggest some strategies for that.**

**Answer:** In order to build a team in such a scenario the following strategies should be applicable

- a. Make the team size smaller, 4 to 6
- b. Each team member shall have unique and specific problem-solving skills
- c. Team leader has to meet with the team members frequently and use his/her influential skills to pursue team members on key decision points
- d. However, when making any decision each team member should be given equal opportunity to participate thus ensuring every member has got shared responsibility towards achieving the goal
- e. Team goal should be clearly identified and team leader has to ensure that all team members are aligned to the common team goal
- f. There has to be clear a guideline for conduct in the team and interactions with the team members (interpersonal communication)
- g. Team leader should ensure that every team member is empowered equally within the team and each of them have specific and non-overlapping responsibilities