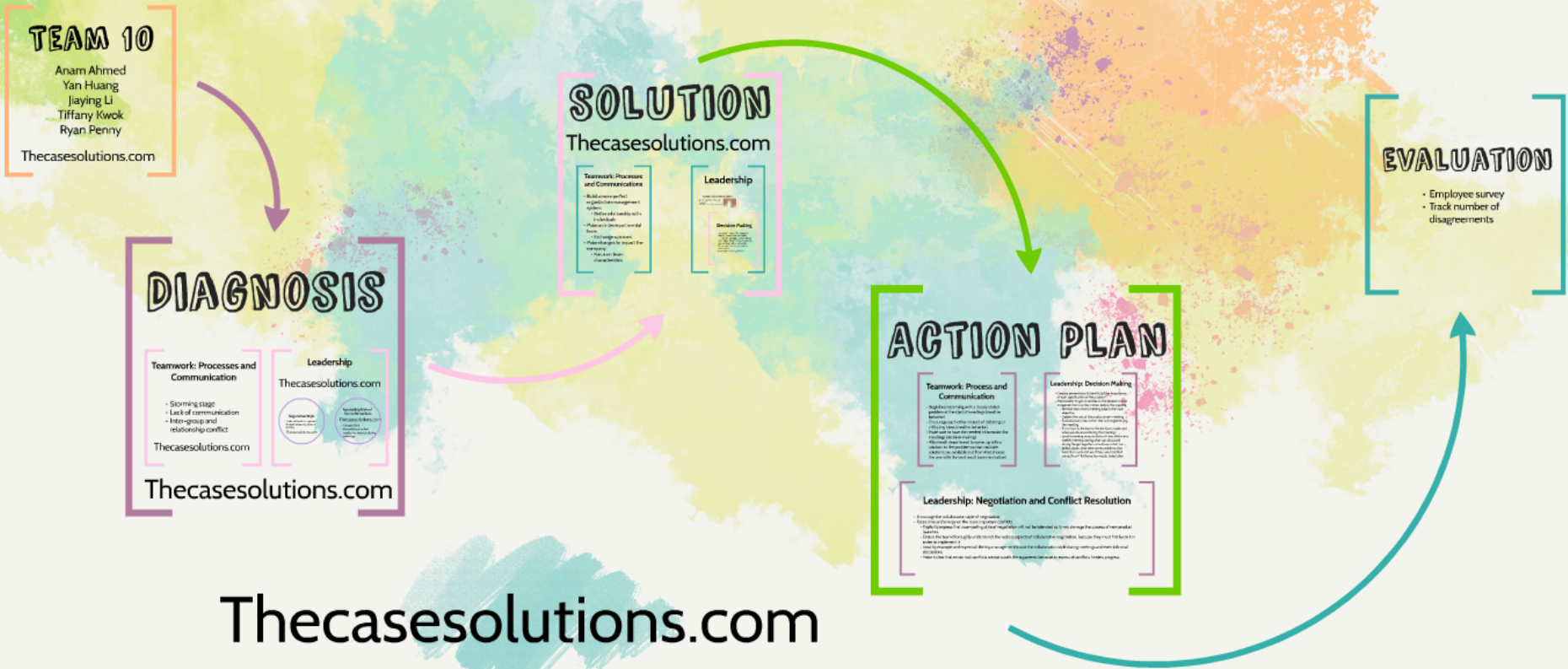


MORGAN STANLEY: POSITIONING TO BE THE SUSTAINABILITY FINANCE LEADER



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TEAM 10
 Anam Ahmed
 Yan Huang
 Jiaying Li
 Tiffany Kwok
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DIAGNOSIS

Teamwork Processes and Communication

- Storming stage
- Lack of communication
- Intergroup and relationship conflict

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Leadership

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SOLUTION

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Teamwork Processes and Communication

- Build trust and respect
- Establish clear roles and responsibilities
- Encourage open communication
- Foster a supportive environment
- Address conflicts promptly
- Celebrate successes
- Provide regular feedback
- Encourage collaboration
- Promote transparency
- Establish clear goals and objectives
- Monitor progress and adjust as needed
- Encourage accountability
- Foster a sense of ownership
- Encourage innovation and creativity
- Provide resources and support
- Encourage continuous learning and development
- Foster a positive team culture
- Encourage diversity and inclusion
- Provide regular communication and updates
- Encourage active participation
- Foster a sense of belonging
- Encourage mutual respect and understanding
- Provide a safe space for sharing ideas and concerns
- Encourage open-mindedness
- Foster a growth mindset
- Encourage resilience and perseverance
- Provide regular encouragement and support
- Encourage a sense of purpose and meaning
- Foster a sense of community
- Encourage mutual support and assistance
- Provide regular recognition and appreciation
- Encourage a sense of pride and ownership
- Foster a sense of responsibility
- Encourage a sense of accountability
- Provide regular feedback and coaching
- Encourage a sense of growth and development
- Foster a sense of achievement
- Encourage a sense of accomplishment
- Provide regular celebration and recognition
- Encourage a sense of joy and happiness
- Foster a sense of well-being
- Encourage a sense of balance and harmony
- Provide regular self-care and relaxation
- Encourage a sense of purpose and meaning
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Leadership

ACTION PLAN

Teamwork Processes and Communication

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Leadership Decision Making

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Leadership: Negotiation and Conflict Resolution

- Encourage the use of active listening skills
- Avoid making assumptions or jumping to conclusions
- Focus on interests rather than positions
- Seek common ground and find win-win solutions
- Use "I" statements to express your own perspective
- Avoid blaming others for your problems
- Stay calm and composed, even in stressful situations
- Take a break if you need it to clear your mind
- Be prepared to compromise and make concessions
- Focus on the long-term relationship rather than short-term gains
- Be honest and transparent about your own needs and concerns
- Show respect for the other person's perspective
- Avoid making threats or ultimatums
- Be willing to walk away if the negotiation is not going well
- Follow up on any agreements or commitments made during the negotiation
- Reflect on the negotiation process and learn from your experience
- Practice negotiation and conflict resolution skills regularly
- Seek feedback from others on your negotiation and conflict resolution skills
- Stay open to learning and growth in this area
- Remember that negotiation and conflict resolution are essential skills for success in any profession
- Stay motivated and committed to improving your skills in this area
- Believe in your ability to overcome any challenges and achieve your goals
- Stay positive and optimistic about your future success
- Celebrate your progress and achievements along the way
- Stay focused and determined to reach your goals
- Stay resilient and persevere through any setbacks or obstacles
- Stay confident and believe in your own abilities
- Stay grateful for the opportunities you have been given
- Stay humble and acknowledge the help of others
- Stay curious and open to new ideas and perspectives
- Stay organized and manage your time effectively
- Stay healthy and take care of your physical and mental well-being
- Stay motivated and inspired by your goals and dreams
- Stay committed to your values and principles
- Stay authentic and true to yourself
- Stay grateful for the people who support and encourage you
- Stay positive and optimistic about your future success
- Stay confident and believe in your own abilities
- Stay resilient and persevere through any setbacks or obstacles
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- Stay organized and manage your time effectively
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EVALUATION

- Employee survey
- Track number of disagreements

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Leadership

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Negotiation Style

- Leadership and management showed competing styles of conflict

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Leadership Style of Emma Richardson

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- Laissez-faire
- Consults teams but makes no decision during meetings

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SOLUTION

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Teamwork: Processes and Communications

- Build a more perfect organization management system
 - Better relationship with individuals
- Make an interdepartmental team
 - Exchange opinions
- Make changes to impact the company
 - Focus on team characteristics

Leadership

Negotiation and Conflict Resolution

- Adopt a collaborative negotiation style
- Integrate high assertiveness with high cooperation
- Encourage the heads of each department



Decision Making

- Implement some of the approaches listed in Cezar Vasilescu's article
 - *Effective Strategic Decision Making*
- Think about different types of outcomes that can be a result of each action
- Do pros and cons list and evaluate those actions
- Learn from others' experiences