

LENNAR CORPORATION'S JOINT VENTURE INVESTMENTS

TEAM 10

Anam Ahmed
Yan Huang
Jiaying Li
Tiffany Kwok
Ryan Penny

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DIAGNOSIS

Teamwork Processes and Communication

- Storming stage
- Lack of communication
- Inter-group and relationship conflict

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Leadership

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SOLUTION

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Teamwork Processes and Communications

- Build across parties
- Establish communication
- Identify needs and interests
- Make and share your initial ideas
- Find common ground
- Establish goals to meet the interests of all parties
- Make decisions

Leadership

Decision Making

ACTION PLAN

Teamwork Process and Communication

- Negotiate with a focus on mutual gain
- Identify the interests of all parties
- Develop a plan to address the interests of all parties
- Establish a timeline for implementation
- Monitor progress and adjust as needed

Leadership: Decision Making

- Establish a decision-making process
- Identify the interests of all parties
- Develop a plan to address the interests of all parties
- Establish a timeline for implementation
- Monitor progress and adjust as needed

Leadership: Negotiation and Conflict Resolution

- Encourage the collaborative approach
- Identify the interests of all parties
- Develop a plan to address the interests of all parties
- Establish a timeline for implementation
- Monitor progress and adjust as needed

EVALUATION

- Employee survey
- Track number of disagreements

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Teamwork Processes and Communication

- Build trust and respect
- Engage in constructive conflict
- Develop a shared vision
- Establish clear roles and responsibilities
- Foster open communication
- Adapt to change and uncertainty
- Celebrate team achievements

Leadership

Decision Making

ACTION PLAN

Teamwork Processes and Communication

- Regular communication and a shared vision
- Encourage the culture of collaboration
- Establish clear roles and responsibilities
- Foster open communication
- Adapt to change and uncertainty
- Celebrate team achievements

Leadership Decision Making

- Establish a clear decision-making process
- Encourage team input and collaboration
- Foster open communication
- Adapt to change and uncertainty
- Celebrate team achievements

Leadership: Negotiation and Conflict Resolution

- Encourage the use of conflict resolution skills
- Foster open communication
- Adapt to change and uncertainty
- Celebrate team achievements

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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