

Thomas Green: Power, Office,  
Politics



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# *Assessing Green's Dilemma*

*Green's Journey to  
an Action*

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## *Background*

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- Thomas Green was hired prematurely to a senior marketing position within Dynamic Displays
- Green's viewpoint was not in accordance with his boss (Frank Davis)
- A lack of communication and varying viewpoints drove a wedge between Green, Davis and McDonald

# *Promotion*

- Endorsed by Boss (Halo Effect)
  - McDonald under Theory Y
  - Davis under theory X
- Externally Recruited
  - Diversity w/ risk
  - Needs training

...Shortly After Promotion  
Green had role ambiguity

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## *Personality Differences*

### *Davis*

- Transactional leader
- Values Teamwork
- Likes Communication

### *Green*

- Lacks leadership experience
- Works independently
- Does not communicate well

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# ***Basis of Conflict***

- Lack of communication
- Failure to connect with co-workers in office

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# *Managing Conflict*

- Competing
- Collaborating
- Compromising
- Avoiding
- Accommodating