

THOMAS GREEN: POWER, OFFICE  
POLITICS AND A CAREER IN  
CRISIS Harvard Case Solution &  
Analysis



[=]

[TheCaseSolutions.com](http://TheCaseSolutions.com)





# ***Assessing Green's Dilemma***

***Green's Journey to  
an Action***



## *Background*

- 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

# *Personality Differences*

## *Davis*

- Transactional leader
- Values Teamwork
- Likes Communication

## *Green*

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



You **Tube**

# ***Basis of Conflict***

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



# *Managing Conflict*

- Competing
- Collaborating
- Compromising
- Avoiding
- Accommodating

# *Expectations*

Vroom's Expectancy  
Theory

$$M = E * I * V$$

# *McClelland's Theory of Needs*

- Need for Power
- Need for Affiliation
- Need for Achievement

## ***Big Five Personality Dimensions***

- Extroversion
- Conscientiousness
- Agreeableness
- Emotional Stability
- Openness

# *Power*

- Locus of Control
- Self-monitoring

# *Teamwork*

- Green refused to work in team or make connections
- Didn't comply w/  
*team norms*
  - Other Regions
  - Challenged Authority

# *Perception*

- Self-serving Bias
- Fundamental Attribution Error

# ***Green's Next Move...***

***Set up a meeting with McDonald and Davis***





***QUESTIONS?***

# *Works Cited*

- <https://prezi.com/ijmgoanx11uj/thomas-green-power-office-politics-and-a-career-in-crisis/>
- <https://www.youtube.com/watch?v=oPpzJAzdpT>



***Thank you!***

# THOMAS GREEN: POWER, OFFICE POLITICS AND A CAREER IN CRISIS Harvard Case Solution & Analysis



[=]

