



Case Study 2

LDF | Module I – Leading Individuals

SEEDING
THE FUTURE
SINCE 1856



Natalie/Nathen – Employee Information

General Overview:

You are still feeling angry and shocked. You thought your manager had realized that you are the best worker and yet at your last meeting he/she told you that you are not ready for promotion and that you are supposed to now waste your time talking more with your colleagues.

You have given this some thought and also spoken to your friends and have decided to tell him that you want to escalate this to his/her boss. You think that you are being treated unfairly and that he/she has favourites and that you had expected more from KWS with their MYG ethos.

You are going to be direct, angry and ensure that your manager understands your views in no uncertain terms. Actually, you think your manager is too soft with the rest of the team and that you could manage them better and you are now going to tell him/her!

In your discussion let your manager see another side of you – your angry side and let him/her know that you will not be pushed around and/or have him/her stand in the way of your career.



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Natalie/Nathen – Manager Information

When you last met Natalie/Nathen she informed you that she was going to leave if you did not get her a promotion within 6 months. She is not ready and if she were to take a management role now she would probably put herself under too much pressure and fail. She might also put too much pressure on a team as her standards are too exacting.

That said, she/he is a very good worker and with coaching and development she could learn and develop. You are going to have a development conversation with her today.

The Meeting:

Instructions:

Reflect upon the Leadership competencies and outline 2 x SMART goals - These can include shared team goals with

3 x behaviours that relate to the goal and explain to Natalie/Nathen how you will coach and develop him or her for a future role.

In your discussion try showing commitment to her development and if possible, discuss a few possible development actions that could go in her development plan.