Veronica Rangel

Case Study 25- SENSITIVITY TRAINING AND PANDORA’S BOX

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How would you describe Miguel's agency in terms of personnel selection, management effectiveness, and leadership style? What factors do you think contributed to the volatile situation?

The concept and definition of leadership and style may differ from one person, or situation, to the other. When going over the case study about what had happen when getting temporary placement the angels of the situation, to have been chosen for a job title does not require a high level of skill level to complete the job tasks. A lack of communication can lead to misunderstanding, which in turn can lead to mistakes, missed deadlines and altered project directions. If a staff member feels her work or time has been wasted or blames a colleague for not conveying the proper information in a timely manner, frustration can result. Misunderstanding often arises when instructions are not clearly communicated with one another. Having said that understanding and accepting the valuing and celebrating differences with race and other education background as diversity. (Armache, 2012

What is your opinion of the sensitivity training approach to the problem?

Having and knowing the different between diversity Builder offers remote/virtual training and coaching by one of our trainers. Employers have found the remote coaching option to be both cost-effective and time efficient. Having any issues and getting thing out of proposition and not solving the problems themselves.

What (if anything) would you have done differently to resolve the situation?

The first indirect link is via the culture. The leader has to model the values and attitudes that are the underpinning of sound problem solving. Their actions and decisions have to demonstrate the concern and respect that motivates peoples' best efforts. For leaders, problem solving is the essence of their daily work. In fact, great leaders constantly work to minimize occurrence of problems, and when there is one, they approach it through a lens of opportunity and analyze the problem from all possible angles. Like I always say if there is a will there’s a way and if there isn’t one you make one.