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**BUF 4700**

**Chapter 4**

**Case Study 4.1**

### **Elizabeth's Evaluation**

**1. What is your evaluation of this situation?**

Elizabeth's management style was outstanding, more personable, and all-inclusive (Day et al., 2019). From the average human being's perspective, Mia could be jealous of Elizabeth's good performance. Mia had to demotivate Elizabeth by advising her to emulate the former leadership style whose resultant profit was not notable. Consistently, emulating former leadership could automatically cover up Mia's weaknesses in leadership by reducing the current profits to the former ranges that existed before Elizabeth took over leadership.

**2. What advice would you offer Elizabeth?**

My advice to Elizabeth is to follow her leadership style and avoid imitating Mia's leadership. Every individual has different ways of approaching the situation as well as offering leadership skills. The primary purpose of the beauty brand organization is to generate profits, an objective successfully achieved, and maintain a good relationship with customers. Elizabeth had maintained a good customer relationship which was reflected by the increase in profits over the last six months. The animosity Elizabeth noted from Mia was likely the driving force of demotivating her. Therefore, Elizabeth should be committed to her work, and if the differences between her and Mia persist, they involve higher management for a solution (Eisner, 2021)

**3. Considering the information provided in Chapter 4 and other sources, outline two possible plans of action for Elizabeth, considering the advantages and disadvantages of each.**

One of the possible plans of action to be taken by Elizabeth is to enquire her team members about the allegation concerning the message delivered to her by Mia. She could take action to seek clarification and adjust her leadership style accordingly if the allegation were true (Day et al., 2019). On the other hand, knowing the truth and the false allegations might create a negative relationship with Mia. Also, knowing the case was disclosed by Elizabeth could cause a bad reputation towards each other. Elizabeth could take the other possible plan of action to heed Mia's advice and negatively adjust her leadership style. Consequently, affecting her relationship with team members negatively. Consistently, the profits would decrease and continue deteriorating if the misguidance is not corrected with immediate effect.

**4. Propose the best solution for Elizabeth.**

The best solution for Elizabeth is to wisely and secretly enquire her team members about their views regarding her leadership style to know if they have any issues (Eisner, 2021). However, she should not let Mia know about her action. As a result, she would be better positioned to adjust or maintain her leadership to the team. It is the best way to understand the issues affecting the organization and how to adapt them.

## References

- Day, D. V., Riggio, R. E., & Mulligan, R. Y. (2019). Leadership and monitoring skills. *Leader Thinking Skills*, 340–361. <https://doi.org/10.4324/9781315269573-14>
- Eisner, H. (2021). Group problem-solving. *Problem-Solving*, 91–99. <https://doi.org/10.1201/9781003160618-9>