As the manager, my first goal would be to get my group productivity up, while my longer term goals are to be a calm and understanding leader that is respected and trusted by the employees,while teaching them to work as a strong team. In order to increase group productivity, I would first try to meet one-on-one with my employees on a periodic basis, much like the mentor system in Shodor.. For example, for Andy, I would try to relate and sympathize with his situation, but also try and stick to the point that he must leave everything personal outside of the office. As for Shanetta, I would not really focus on any small problems she may be having, as they do not affect the big picture. Instead, I would ask her to channel her extra motivation towards keeping Andy in check, and working together with him to solve any graphic design-related issues.

 My other two team members, Troy and Susan, have a similar relationship with each other as Andy and Shanetta. Andy and Troy both have problems outside of work, while Shanetta and Susan are productive and relatively problem free. However, Susan does have a family commitment as well, which will be tricky to work around. In my meeting with Susan, I would stress specific points that she may have to use to check on Troy’s progress in the CPP part of the project. These points would be limited enough that Susan would still have enough time to balance her work and home life. Finally, in my meeting with Troy, as with Andy, I would try and sympathize with his money-related problems, but would stress that the $19 million deal could increase the salaries of all of the employees. However, this could only happen with his full concentration and commitment to this job.

 After meeting each team member separately, I would invite all of them over to a team meeting where we would discuss our roles and how we could apply them in a focused manner. I would also emphasize the power of teamwork, and how they will all get what they want by working together. My hope is that this will cement the team’s relationship as not only friends, but teammates that can work together to reach a common goal, while accomplishing my second goal of being respected and trusted as a team leader. After this meeting, I will always take a quick look at how each individual is doing, but I will try to limit my hand to teach my employees what it is really like to work in a team. My hope is that this will be enough to increase the effectiveness and efficiency of my team in order to bring us all back on track, or even ahead of it.