Need of the hour

In 2016, TWS software company, established in one of the largest and most populous states of India. Company in the initial stage was doing well and was generating high profit but from the last two years the company is facing severe competition as there are many new startups in the market who are tough competitors. One of its competitors named Technofy software company was bidding for a contract of rupees 51 lakh along with TWS Software. The tender was taken over by Technofy software which impacted the reputation of TWS software company so they decided to regain their position in the market with new products. There was a meeting arranged by senior level management to discuss the new project and after discussion and suggestion they decided to hand over the new project to Rahul as he was an appropriate and responsible leader. So, Rahul started to form his new team and started to work on it. Rahul (team leader) is 40 years of age with 13 years of experience.

Rahul analysed the project and discussed with his team members all the schedule, formal rules and reporting of the project. The deadline of completing the project was 6 months. Rahul used to have regular meetings with the team members but despite putting in all the required efforts the work was not going smoothly as the team was overloaded and there was a shortage of manpower. Rahul requested the management to add a member to their team to distribute the load but that meant raising the cost and hence Rahul's request fell on deaf ears. Many a times Rahul could not take the team out for team lunch and could not provide them with additional perks as the budget was a constraint for them and he had to keep some buffer for any contingency, but still he was trying his best to keep the team motivated and on track, making sure to meet the management's expectation too. This is something he had learnt from his past experience that what might look like an easy way out to us might have consequences in the long run and for such foresightedness one needs experience which the higher level management possesses and one needs to trust them and their decisions too. After many attempts management agreed to hire a new team mate for Rahul's team. Rohit was a 29 year old young and dynamic Software engineer with 5 years of experience in the industry. Rahul explained the netegrity of the project to Rohit, in no time Rohit got actively involved with the project and took active participation in the team meetings and gave innovative suggestions , his suggestions were attractive and easily adapted by the team members, his presence motivated the team too. Initially even Rahul was impressed by Rohit's performance and supported him wherever required, but gradually his suggestions started conflicting with that of Rahul and Rahul suggested Rohit to consider the other aspects of budget and and not to give false expectations to the team which is not aligned with company goals but Rohit saw no harm in taking risks but Rahul always suggested him to take rational risks.

Tension rose between them and the management could see that but both the employees were productive so, eventually management took the call and promoted Rahul as a senior team lead with another important project and promoted Rahit as the team lead for the project he was already working with.But this decision did not go very well the team members who found it difficult to accept a young fresher as their team lead .This situation turned the table for Rohit as now he communicated with the management people and understood their concerns and their expectations and the pressure that comes along with it. Now it was not just about giving suggestions but taking the call and the biggest challenge was the implementation of the decisions. Rohit started feeling the heat, he stayed in the office for long hours, could not give much time to his family and friends and many times struggled to find solution to many unforeseen problems. He was unable to maintain his work life balance and started feeling that maybe he was not ready for the promotion and additional responsibilities.

Questions

1. Suggest the management's role and the individual's role in dealing with such situations.

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