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# BUS 226 1.6 Project Part 1 E-MAGINE Biomedical

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**BUS 226 1.6 Project Part 1 E-MAGINE Biomedical**

In this case scenario, I am the new director and six veteran account managers report to me. To succeed in this new role, I must build trust and establish credibility with my new team. I will start by communicating my expectations to the team. Jaakson et al. (2018) argue that every excellent leader must have a set of objectives to strive for at all times. More significantly, a trustworthy leader will make every effort to convey those objectives to others around them effectively. I am going to make goal-setting and monitoring a group activity. By integrating everybody in the approach, I can offer them a feeling of ownership over the objectives I am pursuing. I recognize that if I treat my team with dignity, they will return the favour.

Even though it appears to be a straightforward deed, many bosses grapple with it. Just because I am in authority, my employees may not accept me. They may look to me for direction, but according to Jaakson et al. (2018), genuine respect comes from using the authority I have been granted wisely and with my team's concerns in mind. Employees will trust my motives if I do this. More importantly, I will strive to demonstrate loyalty. I am not simply "in leadership." I embody my team in the face of hardship, and people look to me for advice and guidance. They want to see that if something catastrophic happens, my first focus is their safety. They must also trust that instead of blaming somebody or walking away from the mess, I would accept responsibility and work toward a remedy.

Based on studies, emotional intelligence and teamwork cannot be separated. As a manager, I must be aware of two major emotional intelligence factors: conflict resolution and collaboration. Internal conflict management frequently necessitates a high degree of emotional intelligence, particularly in high-pressure or deadlines roles. Simple disagreements can cause disruptions and cause work because each employee is typically tasked with feeding work back to

other coworkers (Goleman, 2021). Emotional intelligence improves my communication with the team by providing everyone with better instruments to empathize with one another, understand the other's point of view, and express grievances and worries before they become significant issues. Goleman (2021) argues that developing team confidence is one of the most critical aspects of emotional intelligence, which may be accomplished by effectively completing small (but challenging) tasks and increasing time spent around each other beyond the workplace. Indeed, providing experiences beyond the workplace will help my employees decompress, get to know one another well, and grow to be mates instead of coworkers, all of which will improve collaborative efforts.

According to Ramadhani et al. (2020), one of the barriers to effective listening is listening while interrupting the speaker. Managers must let people peak, while they listen carefully. Failure to do so will make them lose crucial details from the accounts managers and the sales team. They must know how to listen to presentations without interrupting the speakers and gather the intricate details bordering on crucial departments. The second barrier to effective listening is prejudices motivated by gender or race. Ramadhani et al. (2020) argue that when such a scenario happens, the manager is fixated on the person's race or gender, missing out on the crucial information because they cannot keep an open mind. The last barrier is a preoccupation. When a manager has many issues to deal with, they might find it challenging to focus. They fail to listen to the speaker because they are busy concentrating on other issues, especially when exhausted or stressed. In the end, the manager loses credibility with direct reports.

## References

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