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Vroom-Yetton Decision Making Model

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Vroom-Yetton Decision Making Model

Question One

The model is significant in helping Masayoshi Son realize the issues that emerge hence making it a problem for Softbank to acquire T-Mobile. Rigolosi (2005) emphasizes that before a leader could realize the usefulness of a certain leadership style, they need to answer each question by creating a decision tree. Therefore, after completing all ¹the seven questions in the Vroom-Yetton model, Masayoshi will have understood the best decision-making method to incorporate. While the first question is based on the quality of the decision the answer to it would be yes (Vroom, 1976). Furthermore, the answer is yes because there is a need to consider the regulatory bodies and the importance of both T-Mobile and Sprint involved in the case, indicating that there is a quality obligation as there is more than one solution. Sprint together with T-Mobile are classified as the third as well as fourth largest companies in the United States respectively thus the union will lead to several variations in customers and the industry as well (De La Merced, 2014). Moreover, the problem is that the regulatory institutions and antitrust commission do not back the union because of intrinsic risks that can occur, signifying that there are more options to select from such as the option of purchasing T-Mobile or not to merge with them.

The next question is considering the provision of adequate information that will facilitate the selection of the best and quality decision. The answer to this is no because Masayoshi does not have enough information to provide a lucid and quality decision. While the two companies needing to unite are among the dominating firms in the telecommunication industry, the union is accompanied by dangers on both consumers and inclination of competition in the industry. This comes from the fact that both Sprint and T-Mobile cannot compete effectively with Verizon and

AT&T because of inadequate resources (Yao, 2014). This situation leads to antitrust commission and regulators to explore the state of the market within the next five years if the union is accepted or not. Furthermore, the spectacle of Masayoshi to have inadequate information to make a quality decision comes in.

Another analysis is based on the types of problem if it is structured. The answer to the question is no because structured problems associates with the issues in which the decisions are obtained from measurable information and the vicinity of the data are recognized thus the data can be straightforwardly attained (Rigolosi, 2005). On the other hand, the problem is considered unstructured if the foundation of its decision is in the use of qualitative data and thus the vicinity of the data is not recognized. Consequently, a challenge presented in the case is unstructured because the issue of uniting Sprint with T-Mobile is independent and there is no available vicinity to obtain the information thus mostly is contingent on qualitative data for probable alternatives. Every selection is evaluated by judgment until the final result is attained.

The fourth question for the manager is to realize if the acceptance of the decision by other staff involved is vital in effective execution. Based on the case, the answer is yes because the approval of the decision by the staff is crucial in achieving the goal. Therefore, the viewpoint is attained as when all the subordinates are aware of the final decision and are involved in it towards the merging of T-Mobile, then the purchase will operate efficiently. Also, the participation of the subordinates in the original decision will help in efficient implementation as each individual will be associated with the goals and corresponding sequence of events.

Another critical question is based on the decision made by Masayoshi. Suppose he makes the decision, will it be approved by the subordinates? The answer is no because there are fewer chances for subordinates to accept the decision. After all, the purchase action is will have direct

impacts on shareholders mostly those of Sprint firm (Gelles & De La Merced, 2014). Similarly, the ultimate verdict will not be based on the manager since the controllers and antitrust commission have to evaluate the effects of approving or declining the anticipated union between the two firms.

The next question is whether the subordinates cooperate on achieving the firm's goals in solving the problem. The answers to this question are yes because subordinates will benefit from the teamwork practice with the management and from helping the company in getting solutions to complex problems such as the union of the two firms. Finally, is to know if conflict may arise among the subordinates due to chosen solutions. The answer is yes because some individuals will be on the idea that the merging of two firms will be beneficial, however, others will be against the decision and thus leading to conflicts as only one solution will be ideal.

Question Two

Rigolosi (2005), stated that the decision-making style recommended based on the Vroom-Yetton model is Group-Based decision style. Group-based decision style is also known as collaborative and it comprises of the manager, Masayoshi talking about the issue to the groups and enabling negotiations until an agreement on a suitable solution to be accepted is achieved. Besides, this method necessitates a quality choice where the approval of the decision by subordinates takes more time for them to have a consensus on the ultimate choice. I was surprised by the decision style recommended by the Vroom-Yetton tree because it was not among my instinct. Based on my instinct I could prefer the consultative decision method as the decision is significant in the company and may lead to substantial effects on the organization. The manager needs to increase the market share and develop strategies in dealing with the competitors such as AT&T although most people may view group-based decision style more

promising. In this case, I think the consultative style is more effective because Masayoshi Son would consult several leaders in the group as well as specialists to get more recommendations and thoughts. Nevertheless, the final decision will be obtained by Masayoshi, hence it will not have any effect on the specialist or subordinates.

Group-based decision-making style is the method that would be recommended to Masayoshi. The outlook is based on the Vroom-Yetton diagram and replicate the efficient method Masayoshi will use for quality decisions to be achieved and a more useful outcome. Furthermore, the style is essential for the manager as it will ensure all the subordinates' expertise and experience are jointly utilized and capitalized to attain an ideal solution. Besides according to Rigolosi (2005), collaborative decision-making style may result in a greater collective understanding of the selected decision as most of the individuals affected by the decision will have been involved hence eliminating conflicts among them.

Question Three

The model is convenient because it allows managers to select the best decision style based on the situation they are in as well as irrespective of the leadership style they use. Furthermore, the Vroom-Yetton model provides significant steps that are impartial to provide the decision. Besides, it is supple as it allows managers to take a method that fits their problems. For that reason, corporate executives should receive training using the model to enable them to match the style of making decisions with the problems. The model will also allow leaders to efficiently perform self-diagnosis and employee analysis concerning the available condition of the organization for better and useful solutions.

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