

## Scenario Analysis

### Email Adventure

#### Qs.1

According to this case, I believe that Howard sent the emails to Barry without fully thinking through everything. He did not think of the possible consequences of sending the email to Barry. He thought that he could trust Barry and use him as a way to vent his anger. Sadly, mail information travels via the grapevine, and because he was upset, he ended up emailing every manager with accusations; hence, making them feel and think that they were at fault. As a result, this ruined his relationship with the workers. After attacking everybody through the email, he demonstrated his lack of respect, trust and the psychological well-being of a manager. According to the case, Howard even threatened to punish someone even without assurances that the design security breach was to blame on insiders. The emails also showed Howard's inability to lead the company through the crisis.

#### Qs.2

I believe that Howard should have had a face-to-face meeting with the management or conduct an investigation himself before making any accusations that resulted to everyone thinking they are at fault. The email was the wrong method of communication considering the sensitivity of the problem. As a long-serving CEO, he should have one or two managers/workers he trusts. It is improper to show that he does not trust anybody in the firm. Those who are loyal to him would feel offended, and this is a recipe for mistrust and loyalty erosion. Perhaps Howard should have used those managers he trusts to help him in an investigation to determine the

responsible culprit instead of blaming everyone. It is important to take preventive measures to ensure that critical information does not fall into the wrong hands is necessary.

Qs.3

Tannenbaum's emails have spoiled his image as a leader. The relationship with his workers will not heal 100%, but Howard should try and bring back the good relationship he had with his employees. I would recommend that Howard should refrain from further emails. He should focus towards channeling richness as well as doing more face to face meetings as Gurak and Lannon (2016) suggests. He needs to place a meeting with the staff to explain the circumstances as well as apologize to each of his managers/employees to make them feel that Howard cares for them individually, as he tries to reconnect with them emotionally. Once he discovers the individual who leaked the information, Howard should fire the individual discreetly and continue keeping moral high. Also, he needs to talk to the department of design to create more rules and policies that will help to avoid such happenings in future.

### **“One for All and All for One”**

In this case, I would support Hank Zierden's decision to hold each member accountable for the entire project. According to academic ethics of group projects, each member of the group has to contribute equally, and each member is responsible for everything the group does. Regardless that other member did not expect Paul to cheat, it is important for every member to know what other members are doing. The group members participation may have contributed to Paul plagiarizing the project. Academic integrity is significant as it offers value for the degree. In today business world, employers prefer hiring graduates who they believe in having high

personal integrity. Companies would rather invest in creating the human capital of an individual who will have a positive impact on the firm and on an individual whom they may trust in carrying out the firm's mission. In this case, the group had the responsibility of ensuring that their project is not plagiarized.

Also voting against Professor Hank's disciplinary proposal will be in violation of institutional ethics and policies. This means that if only Paul were to be punished with a zero score and the rest of the member's given good grades, it would glorify unaccountability in group projects. The Professor will have to hold the group accountable for the violation and academic negligence to set an example to others. Perhaps it would teach Paul a bigger lesson if further punitive measures are taken against him. There is no lecturer who would wish to graduate an incompetent student. How will students like Paul fair in the job market and as professionals. Universities are to give students fair and competent education. This will enable the students to be better professionals in the making. The culture of academic accountability and independence must be instilled in students to make them reliable professionals of the future. Plagiarism is an infringement of intellectual property rights and must be treated just like any other criminal activity.

Plagiarism is a serious and complex issue faced by learners from all across the globe. It is a conduct of using ideas, data, thoughts or intellectual property of another individual for advantage without their acknowledgment or permission (Pecorari, 2013). Every student is aware that it is offensive to plagiarize assignment or any academic projects. Therefore, all the three project members should be exonerated of cheating as they should have worked together as a group. It will be acting according to the school ethics, and another student will learn to be

responsible in their group work and ensure that everyone is responsible for ensuring integrity in class projects.

#### References

Gurak, L. J., & Lannon, J. M. 2016. *Strategies for technical communication in the workplace*.

Boston: Pearson.

Pecorari, D. 2013. *Teaching to avoid plagiarism: How to promote good source use*.

Maidenhead, Berkshire: McGraw-Hill Education, Open University Press.

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