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Assignment – 2 PHBW

Roll No. 703

Q4.

Charismatic Leaders follow a four step process in influencing their followers:

1. **Appealing vision:** Charismatic leaders present a very appealing vision of the future to their followers. They also present a long-term strategy for attaining a goal that will lead to a better future for the followers in the organization. The vision creates a feeling among the followers that their organization is unique and special. The vision must be seen as challenging but achievable by people working in the organization.
2. **Vision statement:** Charismatic leaders communicate their vision to the followers through a vision statement that clearly states the mission or vision of the organization. The vision statement is repeated at every occasion to get the followers' commitment to the goal and purpose of the organization. Charismatic leaders boost the self-esteem of the followers by showing immense confidence and faith in their followers' ability to live up to their expectation.
3. **New set of values:** Through their words and actions, charismatic leaders convey to their followers a new set of values for them to follow. The followers thus start identifying with their leaders and are willing to comply and do whatever their leader wishes.
4. **Unconventional behaviour:** Charismatic leaders engage in unconventional behaviours that are high on emotions to show the followers how courageous they are. They thus demonstrate their complete conviction and faith in the vision. The emotions soon spread like an epidemic among the followers.

Q6.

Integrative Bargaining is based on the assumption that there is more than one alternative to the dispute/problem and that it is possible to create a win-win solution.

The following are some characteristics of integrative bargaining:

1. The goal of integrative bargaining is to increase the size of the pie so that both parties in the conflict get something and are satisfied.
2. The motive is to create a win/win outcome.
3. The parties involved try to make their interests congruent with each other.
4. The relationship between parties is long term
5. There is very high information sharing between two parties. Sharing of information helps both parties understand each other better and motivates them to try to find ways by which they can satisfy each other's interests.

There are certain conditions necessary if integrative bargaining is to be successful:

1. The parties in the negotiation must be open and willing to share information with one another
2. The parties must be honest and straight forward about their concerns

3. The parties in the negotiation should be sensitive to each other's needs
4. Both the parties must trust each other
5. Both parties must be flexible and willing to make adjustments.

Integrative bargaining is generally better than distributive bargaining. This is because integrative bargaining results in the development of long-term relationships and bonds between negotiators, Also both the parties leave the bargaining table with their heads held high and a feeling of victory. This helps in future bargaining and negotiations as both parties adopt a more cooperative approach.

In contrast, in distributive bargaining, one party ends up as a loser which leads to sharp divisions and animosity towards the winning party. This creates problems in day-to-day work.