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*IIMC CASE RESEARCH CENTER (IIMCCRC)*

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## MEETING WITH THE NEW BOSS (A)

### INTRODUCTION

*The following interaction presents an example of meetings at work. The conversations in the meetings have been recreated from real life role play performances by several executives, based on a script of a similar scenario. The workplace is fictionalized, imagined to facilitate classroom discussion and learning. Given below is the background about the work place and the various persons at the workplace.*

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### BACKGROUND: A BRIEF DESCRIPTION OF THE ORGANIZATION AND PROTAGONISTS

#### **Ranjan**

Ranjan, was in his early thirties. His demeanour was dignified, but his body bore evidence of the brunt of the weather from the fifteen long years he had spent in the field, selling consumer

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*Nimruji Jammulamadaka of the Indian Institute of Management Calcutta developed this case study as the basis for class discussion rather than to illustrate the effective or ineffective running of an organization.*

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electronics. He had joined ConElec, a mid-sized consumer electronics company, right after his Bachelor's degree in Science as a sales executive, unlike his other friends who went on to study further. Family responsibilities had pushed him into working pretty early. What he lacked in formal education, he had made up with his diligence, hard work and learning. And over the past decade, he had shown good leadership potential and had risen through the ranks to reach the number two position in Sales in the company. He had been working as the Deputy National Sales Manager for almost two years now. Last quarter, the Head of National Sales, the National Sales Manager had resigned and Ranjan had been practically leading the sales team of the company. Owing to his vast and long experience with the company, he had tremendous influence with the sales force of the company. The quarterly sales figures were looking quite optimistic and Ranjan had been secretly nurturing a hope that he would be formally promoted into this position. His children were growing up and his financial needs were rising. He had anticipated that this sudden opportunity at work, would help him manage these new needs.