Your Name

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Course Number

Date

Title: Management in Action

Rob Manfred was highly satisfied with Bob Bowman’s performance and acknowledged the fact that the company has prospered under his supervision and leadership. He further said that Bob made the game more enjoyable for millions of fans. However, from Rob Manfred’s perspective, the problem was the behavior of Bowman. He was accused of discrimination and harassment; using the power and authority he upholds, he pushed an executive for Fenway Sports Management. Besides, he also abused an employee verbally.

He also indulged in unethical behaviors of making sexual advances towards female employees and having consensual relationships with subordinates. A culture of drinking and partying with employees was also promoted by Bob Bowman. Rob Manfred was unaware of these behavioral issues and he considered the issues ignored by the preceding commissioner, Selig. That is why he had a conversation with Bob, inquiring about his behavioral complain, wherein he acknowledged that he was involved in inappropriate behavior. In order to ensure that such issues do not rise again, he mandated online training, cornering issues of harassment and discrimination.

In my opinion, Bowman's behavior was ignored by the former commissioner, Selig. According to Wall Street Journal reporters, the concerns were raised to Bob DuPuy, MLB’s president and chief operating officer about ten years ago, who also acquainted Commissioner Selig. Such troubling workplace behavior issues are always explicit and cannot be concealed. Another reason can be, what the Wall Street Journal unearthed, he used the power of money to hide his incongruous behavior. It is also worth mentioning that Selig had no interest in dealing with the behavioral issues of Bob Bowman, he might do not consider it inappropriate.

There is also a likelihood that these issues were ignored by the executives owing to the exceptional performance of Bowman. He was able to generate high revenues for the league, made fans happy and game more cheerful. His managerial decisions proved to be prosperous for the Major League Baseball (MLB). Selig might have ignored the complaints because of his irresponsible behavior, his friendship with Bowman or his lack of awareness of the consequences Bowmen’s behavior could bring.

Unfortunately, such employees prevail in almost all the organizational settings and dealing with them is the most challenging part of a manager’s job. Bob Bowmen was also one such difficult employee and the way Commissioner Manfred dealt with him is appreciable. If I would have been in his place, the first step I would have done would have been initiating a conversation with the concerned person; making him aware of bad behavior is the first step. Listening to the concerned person is also very important prior to making any final decision. In this case, conversation resulted in Bowman’s acceptance of his inappropriate behavior. In addition, he apologized for his immoral actions and to those he offended, in that I would have given him a chance for improvement. Owing to his dedication towards his job responsibilities and the acknowledgment of his actions, he deserved to be given one more chance to prove himself.