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MANAGING A GLOBAL TEAM AT SUN MICROSYSTEMS: GREG JAMES



INTRODUCTION


Coordinates in the global environment have emerged as one of the key skills that are essential to organizations in the contemporary world. Sun Microsystems' global manager, Greg James, is amongst the many managers experiencing a myriad of challenges while working with his remote workers.





EFFECTIVE MANAGEMENT


Time management was one of the major difficulties that Greg James encountered: his team members were located in different time zones and had different attitude to work. Such differences created issues of miscommunication, confusion and isolation within the members of the working team.





COMMUNICATION IMPEDIMENTS


One of them was on enhancing the communication as proposed in this case. Greg James came to realize that the problem mainly lied in the absence of clear communication on the side of his team. He started having a routine virtual meeting to enhance the members' interaction or connection since they work in different regions and probable different cultures.





CONCLUSION

The second challenge of managing teams across national boundaries is that it involves more than a set of technical fixes; culture, communication, and equality are core components. Handling the issues that Greg James faced at Sun Microsystems has crucial insights that contemporary global managers can learn and implement.





RECOMMENDATION

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