

## CASE MEMO

To:

From:

Date:

Subject: Comparison Between Coach K and Ray Dalio

From the available information about Coach K and Ray Dalio, it is evident that the two leaders are up to their tasks despite using different approaches to motivate their followers. Both leaders believe in giving their followers a chance to practice what they would want them to undertake in reality. As for Coach K, he leads and instills discipline among his followers through the belief that discipline is taught through heavy investment in drills and skills among his players. Besides, Coach K believes in involving his followers in key decisions as this would make them individually responsible for their actions while in the team.

On the other hand, Ray Dalio believes in the potential of his followers. This belief makes him exit the post of a CEO as he knew that he could not lead forever and thus saw the need to have the leadership arena for others. He also believed in making people understand reality without minding whether the reality was about a specific person or concerned the entire organization or industry. By doing so, he was in a position to motivate his followers to work per the laid down procedures and work ethics.

Coach K would be the most preferred hire in the conditions where an organization wants a team worker and a leader. This preference is because Coach K would lead the organization through leading as an example as well as instill skills among employees by taking them through practical activities as expected in real life. Furthermore, Coach K would be more preferred due to his nature of involving his followers in key decisions. This is because instances of his followers going against his directive would be avoided as they are part of the decision-making process.