MANAGEMENT STAFFING

([See the video introduction here…](#))

There are a lot of changes in Alphabet (ex-Google Inc.) in relation with the global economic turmoil. It is obvious that a certain amount of contraction of the business is needed and especially in the financial and investment policy.

Exactly in such a moment another piece of bad news comes – Patrick Pichette (read the actual resignation letter here: https://plus.google.com/+PatrickPichette/posts/8Khr5LnKtub, see the actual news video here: https://www.youtube.com/watch?v=NRCu1Sf_paI), Chief Financial Officer resigns on personal issues. In front of the Executive Officers lies a hard choice for finding his replacement and a new colleague.

There are two general possible solutions to the situation: promote someone of the managers working at the financial department OR appoint financial manager holding an equivalent position in other company.

The newly appointed manager should aim at solving at least several important issues:

1. To be able to meet the coming challenges to the financial operations of the company in the conditions of global economic recession.
2. To accept the philosophy and to learn the business culture of the company in order to join the team work without any delay.
3. To be worthy substitute of the current manager, so that there is continuity.
4. To be a professional as well as a creative and heuristic person.

After a detailed discussion on the appropriate candidates, the choice is narrowed down to the following (in alphabetical order):

1   Alan Mulally, Ford
(https://www.bloomberg.com/research/stocks/people/person.asp?personId=370889&privcapId=106335)

2   Amy Hood, Microsoft
(http://news.microsoft.com/exec/amy-hood/)

3   Brian Stief, Johnson Controls
(http://www.johnsoncontrols.com/content/us/en/about/our_leaders/Officers/Brian-Stief.html)

4   Cathie Lesjak, HP
(http://www8.hp.com/us/en/hp-information/executive-team/team.html#cathie-lesjak)

5   Christine McCarthy, The Walt Disney Company
(https://thewaltdisneycompany.com/about-disney/leadership/corporate-management-team/christine-mccarthy)

6   Clarence Otis, Verizon
(http://www.verizon.com/about/investors/clarence-otis-jr/)

7   Irving Tan, Cisco

(http://newsroom.cisco.com/execbio-detail?articleId=1556281)

8   Kimberly A. Casiano, Ford Motor Company

(https://media.ford.com/content/fordmedia/fna/us/en/people/kimberly-casiano.html)

9   Michael Corbat, Citi Group

(http://www.citigroup.com/citi/about/leaders/michael-corbat-ceo-bio.html)

10   Sonny Singh, Oracle

(http://www.oracle.com/us/corporate/press/Spokespeople/016368.htm)

Your objective is to:

(in business practice even if there is only one candidate, the same procedure is followed):

1. Define 5 criteria for selection of management staff with adequate argumentation. It is obligatory to define and reason the scale for every criterion. You may explain interrelations between different criteria (weighting, tie-brakes, etc.)

2. Evaluate every candidate on every criterion and reason your evaluation. Be precise and factual.

3. Make a comparison table of all the candidates on all criteria.

4. Reach a collaborative decision on the ranking list of all candidates. It is necessary to make a full ranking list not one name selection only. Make a reasoned conclusion.

Note: The presented links for the various candidates might contain insufficient information for a quality comparison. Using other accessible information (such as university rankings, top lists of companies, histories of recent economic situations, corporate data, etc.) is highly encouraged.

Some examples of the assignment …

Remarks on delivery:

1)   There is no strictly required form of the solution – so it may be in text format, presentation, website, video, etc. If you think that there is a chance that the format you are using is not widely available, please make sure to save it in different versions so that any evaluator could open it easily.

2)   Make sure that you add a list of the authors AND their fac. numbers to your assignments. Whoever is NOT in the list (i.e. is "fired") does NOT earn any point for the assignment. The team with the most fired people receives a bonus for being good at disciplining the team members.

3)   Archive ALL your files to RAR or ZIP and name the archive as your team code e.g. "X05.rar", even if you have prezis, or videos). Your file should be less than 100 MB, but have in mind that larger files would take longer to upload.

4)   You should deliver your solution no later than the set deadline on the following URL: https://www.dropbox.com/request/ufnYqmAKfz0gi0ZP1Pnp

5)   You should fill-in both fields for "First name", "Last name" as the code of your team

6)   In case of any issues, send me a message immediately, so that we figure out a solution.

Evaluation criteria of the assignment:

1. Looks & formatting (0-2 points)
    a. Functional aesthetics (0-1 points)
    b. Logical framework (0-1 points)
2. Correct methodology & participation (0-5 points)
    a. Participation (0-1 points)
    b. Criteria system (0-1 points)
    c. Evaluation of each candidate (0-1 points)
    d. Comparison table (0-1 points)
    e. Ranking list (0-1 points)
3. Systematic analysis (0-4 points)
    a. Proven in-depth arguments (0-2 points)
    b. Discovered relations & additional info (0-2 points)
4. Bonus effort (0-2 points)*
    a. Useful & original ideas
    b. Useful texts
    c. Useful annotated links
    d. Useful video

* The bonus points are given for extra effort, which results in original contribution to the educational process, with the relation to this or other connected cases. On some occasions the total bonus may sum up to more than 2 points. On some even more extraordinary occasions the given bonus may be given as outside points (in the column "Additional").

Bonus track:

"Headhunter" (Front 242)…

Lyrics:

…

1) you lock the target, (define criteria)

2) you bait the line, (evaluate each candidate)

3) you slowly spread the net (make a comparison table)

4) you catch the man! (make a ranking list)