



Cirque du Soleil

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Conclusion

Ethical Dilemmas
 The team identified several ethical dilemmas that could arise from the proposed changes. These dilemmas are based on the ethical frameworks of utilitarianism, deontology, and virtue ethics.

Social Dilemmas
 The team identified several social dilemmas that could arise from the proposed changes. These dilemmas are based on the social contract theory and the concept of justice.

Hiring Dilemmas
 The team identified several hiring dilemmas that could arise from the proposed changes. These dilemmas are based on the concept of fair hiring practices and the importance of diversity.

Questions?

Plans for the Future

Cultural Hiring Guidelines
 Cirque Life
 Manage Costs
 Increase Education and Training

Company Reputation

Company Overview

Founded: June 1984 50+ Nationalities
 2,100 employees 25 + Spoken Languages
 500 artists 130 cities visited
 Average Age: 32 100 million spectators

Artist Experience

"I almost **jumped** from a 30 second audition when they told me my starting salary two and a half years ago. It was so low. But they told me, **build the blocks**, put in your time, the **rewards** will be there. We do 10 shows a week, which is not more than any Broadway production, and it's **rewards** is great. We are paid per show, not per week, so we are **unemployed** for a fourth of the year."

Staff Experience

Employees at Cirque do not want to be managed or monitored. Instead they want to be lead.

Need corporate strategies, without corporate life

- Strategy
- Structure
- Plan
- Process

The Product

Life at HQ Montreal, Canada

- 100% employee owned, 100% employee owned
- 100% employee owned
- 100% employee owned
- 100% employee owned
- 100% employee owned

Touring Life

"We are far from our **homes**, we are giving our **best** and our **best** to our audiences, and to each other, we **learn** inevitably every **things** on tour."

Regime home: Supporting the artists in any way we possible can
Regime show: That which we cannot control - injuries.

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Cirque is Born



1984

1990



European Expansion



Big Fat Men



1994

Early
2000



Divide & Conquer



Super Cirque



2010

2013



The King





Cirque is Born