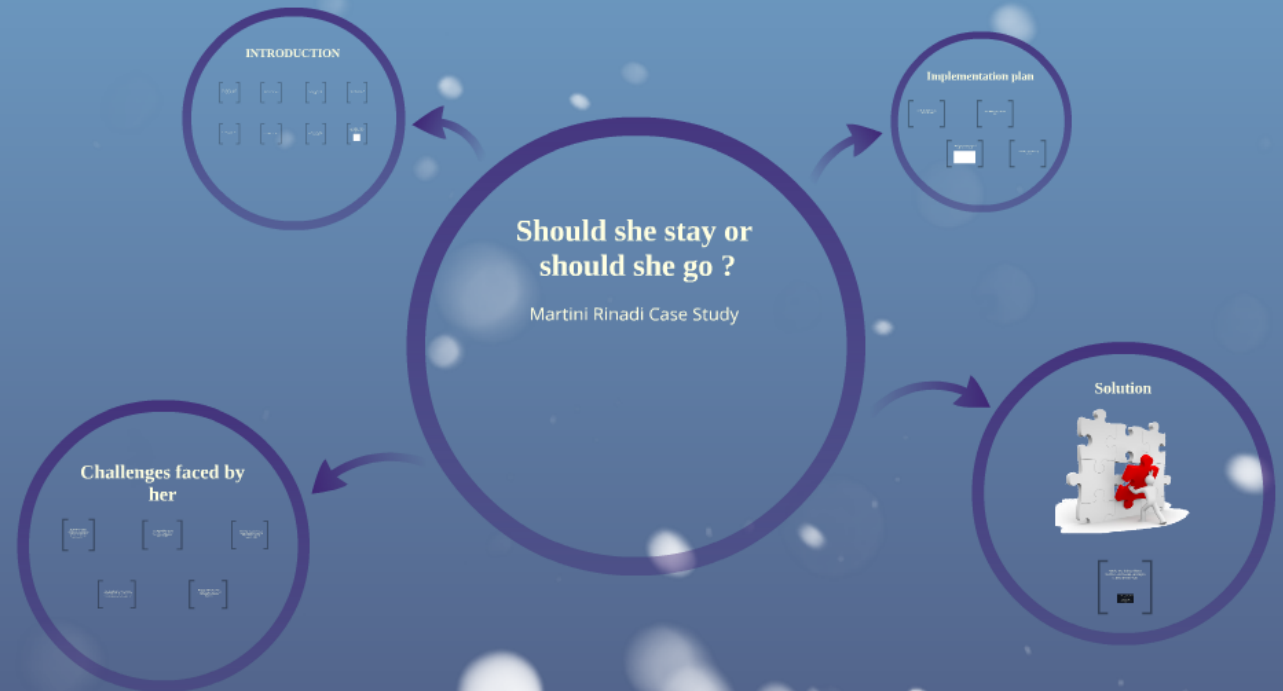
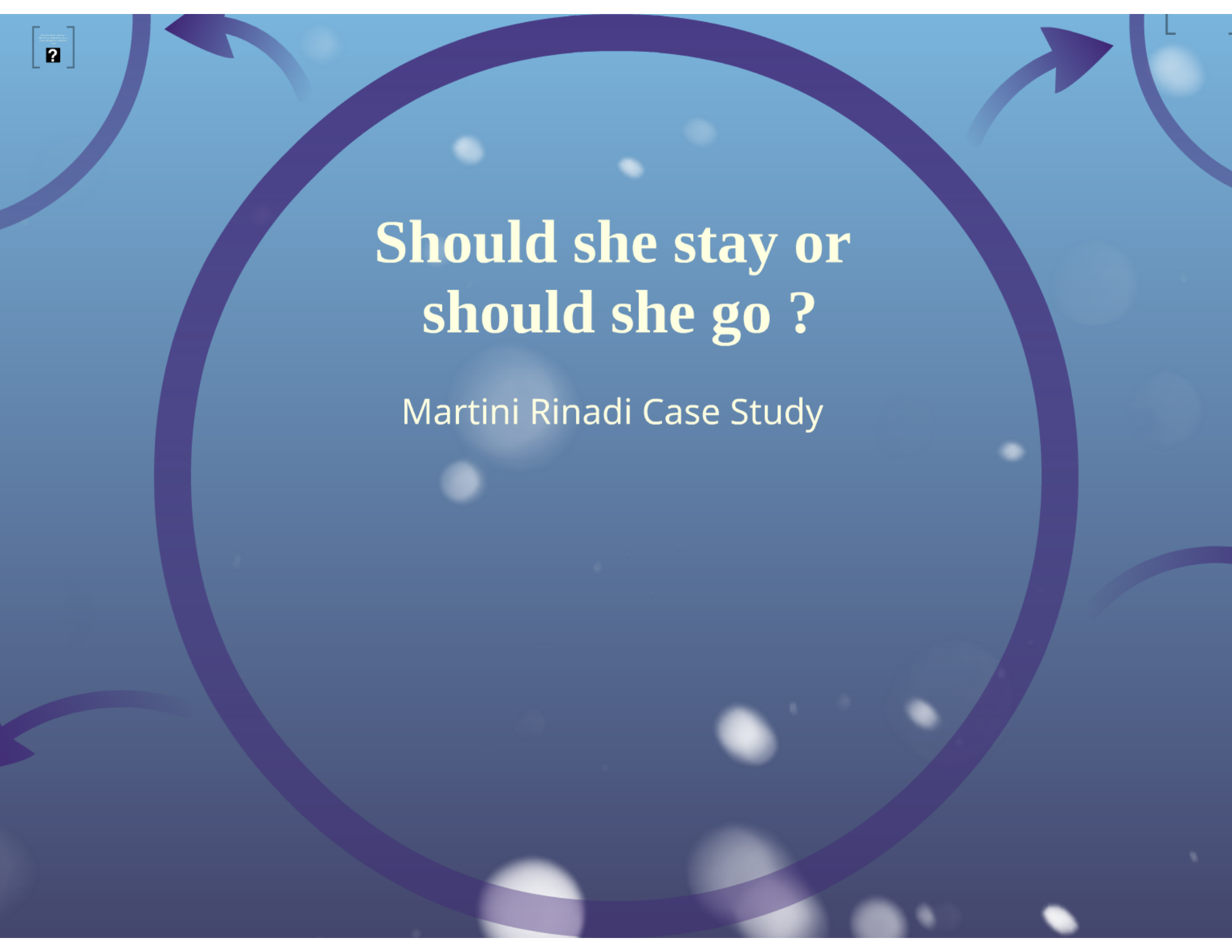


  
**THANKS FOR  
YOUR ATTENTION  
AND  
PLEASE DON'T ASK  
TOO MUCH**





# Should she stay or should she go ?

Martini Rinadi Case Study

# INTRODUCTION

Martha did a summer internship at Deep Dive Plastics and loved with her hours they offered her a job position.

She was confused whether to work at Deep Dive or at Polystar.

She opted for Polystar as she thought it would be a better experience.

She became the Assistant Product Manager at Polystar.

She faced problems with her poor attitude.

She got frustrated and impatient.

She had received a negative performance evaluation for her first four months.

Now she needs to determine whether to continue this job or leave it to work for Deep Dive Plastics.

?

Martha did a summer internship  
at Deep Dive Pizza, impressed  
with her work they offered her a  
job position

She was confused whether to  
work at Dive Dive or at Potomac

She opted for Potomac as she  
thought it would be a better  
experience

She became the Assistant Product  
Manager at Potomac waters



She faced problems with her peer  
and boss

She got frustrated and impatient

She had received a negative performance evaluation for her first four months

Now she was in a dilemma  
whether to continue this job or  
leave it to work for Deep Dive  
Pizza



# Challenges faced by her

Martha has problems in identifying and understanding the norms of the company which was evident from different incidences

The biggest problem was the communication gap between Martha and her boss and her whole team.

Jimmy Staught, Assistant Product manager was a hard man to deal with and was not open to communication

When Martha joined the company, she was excited about the challenging environment but things did not turn out well. She was not guided either by her boss or her peers

Jimmy and Martha had clashes. She felt she was being burdened and she got frustrated and impatient.



Martha has problems in identifying and understanding the norms of the company which was evident from different incidents

The biggest problem was the communication gap between Martha and her boss and Nathalie Follet

Jimmy Vaughn, Assistant Product manager was a hard man to cut with and was not open to communication



When Martha joined the company, she was excited about the challenging environment but things did not turn out well. She was not guided either by her boss or her peers

Jimmy and Martha had clashes.  
She felt she was being burdened  
and she got frustrated and  
impatient

# Solution



Martha Rinaldi should leave  
Potomac. She must opt for the job  
at Deep Dive at Pizza

The optimal solution is to  
leave Potomac.  
The cost of the  
optimal solution is  
\$100.

Martha Rinaldi should leave  
Potomac. She must opt for the job  
at Deep Dive at Pizza

- The VP told her that the offer is still available
- She would get more responsibilities and a better salary

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  - She would get more responsibilities and a better salary

# Implementation plan

She should resign Potomac  
in an amicable way

She must take the job at Deep  
Dive

Learn from this experience and  
apply it to her new job



Understanding and securing  
new role

She should resign Potomac  
in an amicable way

She must take the job at Deep  
Dive



# Understanding and securing new role

Learn from this experience and  
apply it to her new job





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