

Why Didn't We Know?

Colin, Patrick, Leon | Wakefield, October 20, 2016 | NBS, Stefan

Organisational Chart of Galvatrens

CEO
COO
Finance
Marketing
Operations
HR
Legal
IT

Challenges Galvatrens Faces

Stacy's Growth Plan

Review of Evidence

Summary of the Case

Theory 2 - Lewin's Change Model

Theory 2 - Kotter's 8-Step Program for Leading Change

1. Establish a Sense of Urgency
2. Create a Guiding Coalition
3. Form a Strategic Vision
4. Communicate the Vision
5. Empower Broad-Based Action
6. Generate Momentum
7. Consolidate Gains and Produce More Change
8. Anchor New Approaches in Corporate Culture

Why is a sense of urgency necessary in order to create a climate conducive to change?

Why is a guiding coalition necessary in order to create a climate conducive to change?

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Individual Execution - Reframing

Reframing individual execution

- Reframe change as necessary
- Create awareness of issues hindering the process
- Empower employees to overcome the issues
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Individual Execution - Reframing

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Why Didn't We Know?

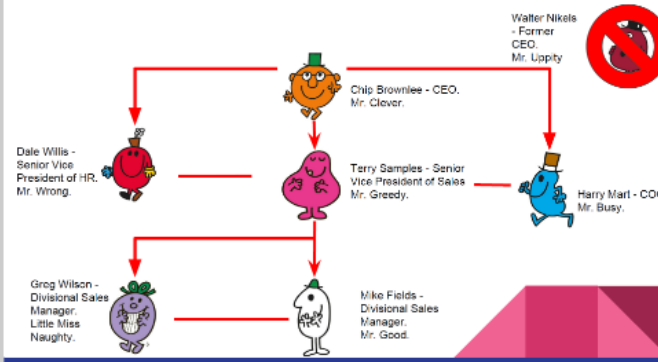


Caitlyn, Farheen, Jason

Wednesday, October 27, 2016

Nikki, Stefan

Organisational Chart of Galvatrens



Overview of Galvatren

- The company Galvatren, a consumer goods based company, is led by CEO Chlo Brownlee.
- Chlo and COO Harry Mart implemented many supply management changes, new products, new organisational culture and people initiatives.
- Consultant Sydney Rowdown recommended an open door policy and hotline, and the appointment of an ethics officer to update the company's code of conduct.

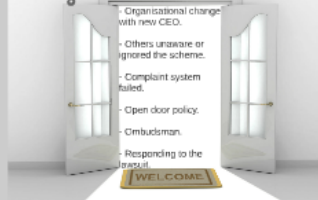
Summary of the Case.

- Mike Fields found out about Greg Wilson, another divisional sales manager, using a channel stuffing scheme.
- Mike contacted Harry the COO who didn't follow up and directed him to Terry, the vice president of sales.
- Terry replied by dismissing Mike due to his poor performance.
- Mike is now suing for unfair dismissal.
- An investigation was conducted by Galvatren into the matter.

Theory 2 - Lewin's Change Model.

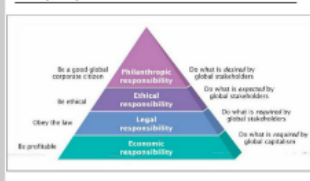


Challenges Galvatrens Face



- Organisational change with new CEO.
- Others unaware or ignored the scheme.
- Complaint system failed.
- Open door policy.
- Ombudsman.
- Responding to the lawsuit.

Theory 1 - Pyramid of CSR



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Chip Brownlee - CEO.

Walter Nikels
- Former
CEO.
Mr. Uppity



Overview of Galvatren

- The company Galvatren, a consumer goods based company, is led by CEO Chip Brownlee.

- Chip and COO Harry Mart implemented many supply management changes, new products, new organisational culture and people initiatives.

- Consultant Sydney Baydown recommended an open door policy and hotline, and the appointment of an ethics officer to uphold the company's code of conduct.

Summary of the Case

Organisational Chart of Galvatrens

