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Conclusion

Ethical Dilemmas

How have ethical dilemmas been resolved? What are the consequences of the resolution? What are the ethical implications of the resolution?

Social Dilemmas

How have social dilemmas been resolved? What are the consequences of the resolution? What are the social implications of the resolution?

Hiring Dilemmas

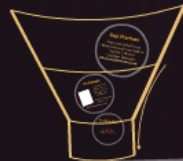
How have hiring dilemmas been resolved? What are the consequences of the resolution? What are the hiring implications of the resolution?

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

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Artist Experience

"I almost **jumped** from a 30 meter building 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 **results** will be there. We do 10 shows a week, which is two more than any Broadway house, and it's **amazing** to see. We are paid per show, not per week, so we are **unemployed** for a fourth of the year."

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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

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The Product



Life at HQ

Montreal, Canada

- 100 employees live, 15 km high ceilings
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Touring Life

"We are far from our **homes**, we are giving our **best** and our **best** to our audiences, and to each other, we have **incredibly deep** friendships on tour."

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

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Company Overview

Founded: June 1984

2,100 employees

500 artists

Average Age: 32

50+ Nationalities

25 + Spoken Languages

130 cities visited

100 million spectators

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Life at HQ

Montreal, Canada

- 15,250 square foot, 75-foot high training room
- 8,400 square foot Styrofoam room
- 3,860 square foot dance studio
- 3,000 person big top
- Outdoor terrace and entertaining areas
- Cafeteria and vegetable garden



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Touring Life

"We are far from our own **homes**, we are giving our **souls** and our **hearts** to our audiences, and to each other; we form **incredibly deep friendships** on tour."

Biggest boost: Supporting the artists in any way we possible can

Biggest damage: That which we cannot control - injuries

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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
- Mission
- Plan
- Process

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Artist Experience

"I almost **jumped from a 10-story building** 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 two more than any Broadway house, and it's **sometimes a strain**. We are paid per show, not per week, so we are **unemployed** for a fourth of the year."

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The Story of Gonzalo
Munoz

Colombian born and raised, he wanted
nothing more than to become the best
dancer in the world.



Best Practices

- Empower Employees
- Integration of Corporate & Artistic Cultures
- Address Burnout

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Challenges



Cultural Needs
Cultural Balance
Cultural Infusion
Hiring Practices
Total Growth

Growing Competition
Bad Reviews

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