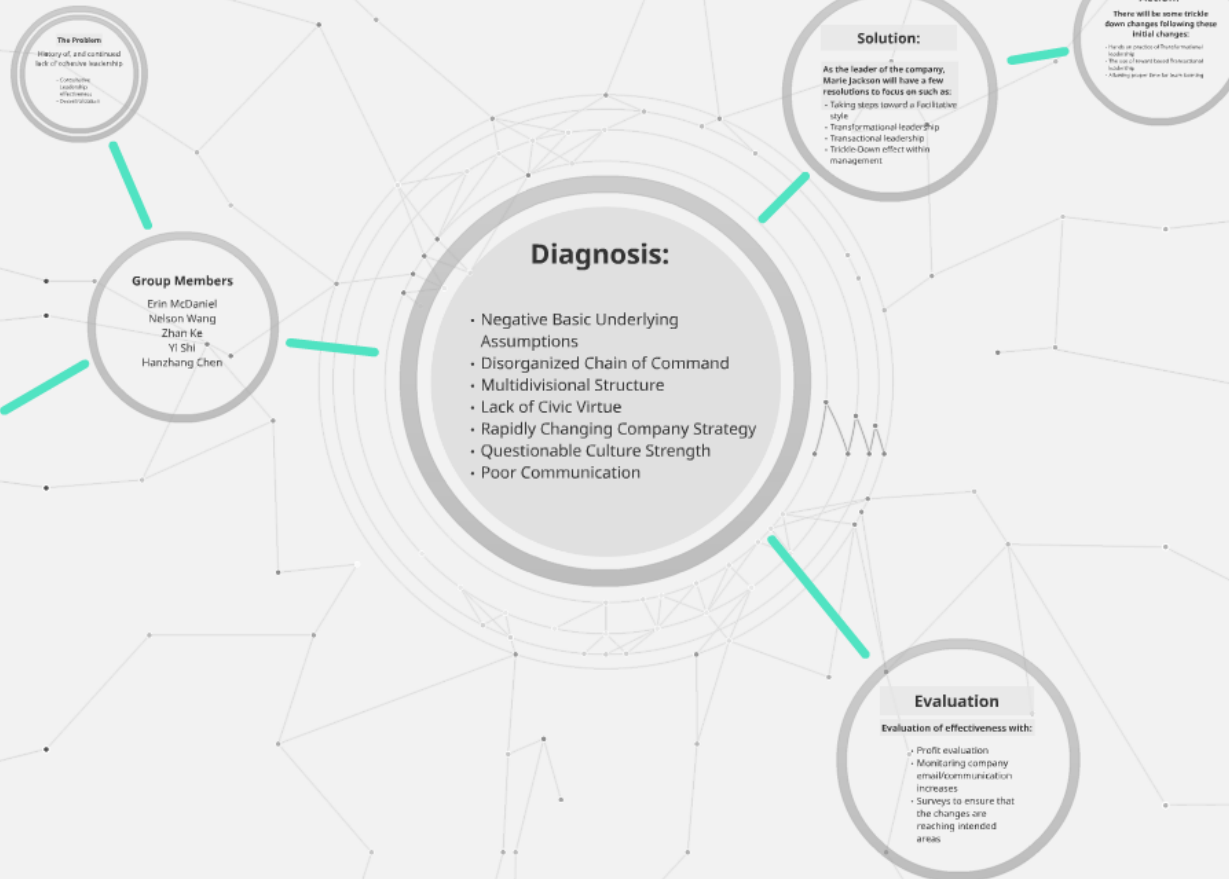
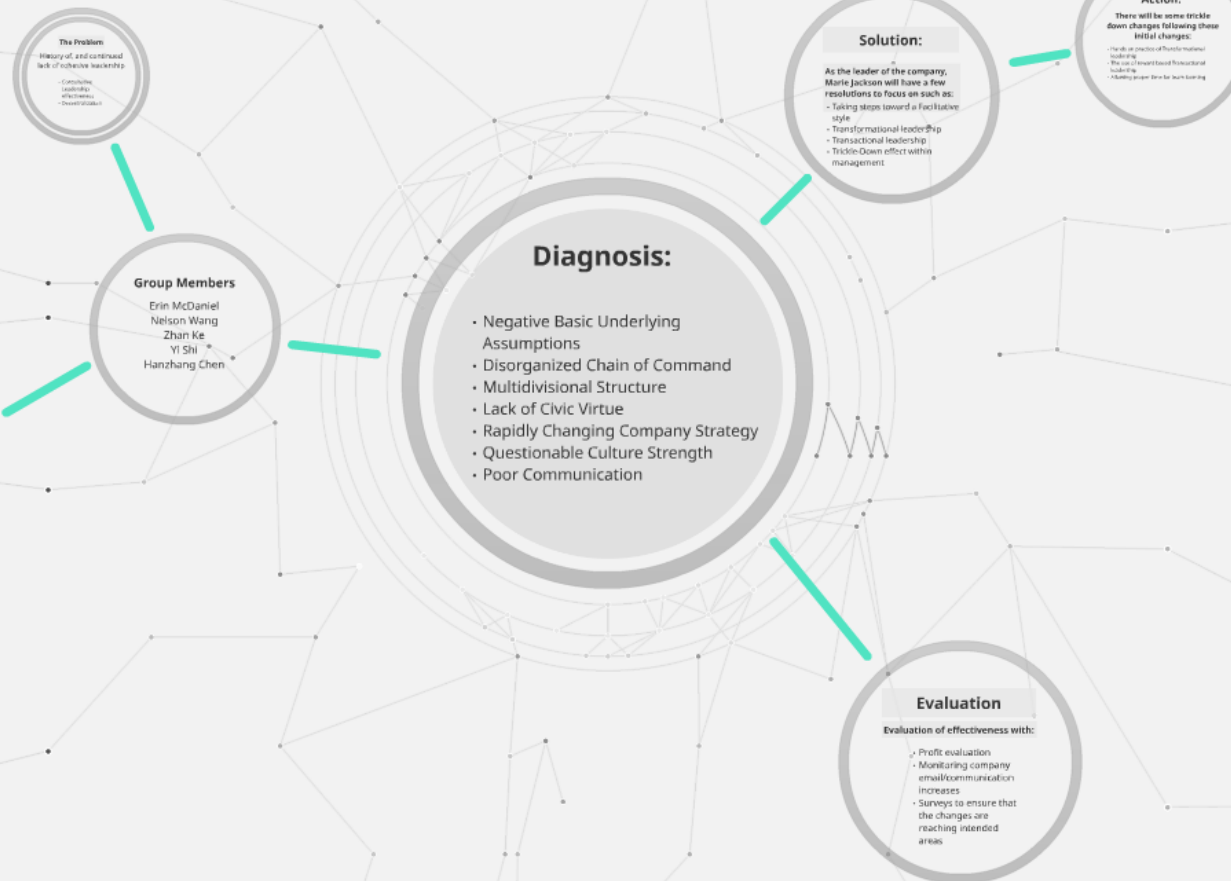


# The Transformation phase of Renfield's farms under the leadership of Marie Jackson Harvard Case Solution & Analysis



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# Group Members

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# Diagnosis:

- Negative Basic Underlying Assumptions
- Disorganized Chain of Command
- Multidivisional Structure
- Lack of Civic Virtue
- Rapidly Changing Company Strategy
- Questionable Culture Strength
- Poor Communication



# The Problem

History of, and continued lack of cohesive leadership

- Consultative Leadership effectiveness
- Decentralization

# **Solution:**

**As the leader of the company,  
Marie Jackson will have a few  
resolutions to focus on such as:**

- Taking steps toward a Facilitative style
- Transformational leadership
- Transactional leadership
- Trickle-Down effect within management

# Action:

**There will be some trickle down changes following these initial changes:**

- Hands on practice of Transformational leadership
- The use of reward based Transactional leadership
- Allowing proper time for team forming



# Evaluation

## Evaluation of effectiveness with:

- Profit evaluation
- Monitoring company email/communication increases
- Surveys to ensure that the changes are reaching intended areas