

The background of the image is a detailed historical painting of a harbor, likely the Bosphorus in Istanbul. In the foreground, several large sailing ships with multiple masts and white sails are visible in the water. To the left, a group of smaller, red-topped boats, possibly galleys, are clustered together. The middle ground shows a wide expanse of water with more ships and a distant shoreline. In the background, a city with numerous domes and minarets, characteristic of Ottoman architecture, is built on a hillside overlooking the water. The sky is filled with soft, golden-brown clouds, suggesting a sunset or sunrise. The overall style is that of a 19th-century historical painting.

ROB PARSON AT MORGAN STANLEY

Introduction

The “Rob Parson at Morgan Stanley” case bring out the issue of having star performers from a cultural perspective while working in a formal organization. This case at thecasesolutions.com explores how effectively and what kinds of professional difficulties confronts Rob Parson, a gifted investment banker whose aggressive mercenary style clashes with Morgan Stanley’s collegial organization.



Background

Another great banker is Rob Parson, he add a lot of values to Morgan Stanley through increasing its market sizes and creating great client base. However, he had a very distinctive pattern of work that still clashed with company policies since the company promoted togetherness.



Key Issues

The major focus of the case is around performance appraisal and promotion decision concerning Parson. He was very good at making money for the firm; however his interpersonal skills and conformity to the ethical standards of the firm were in doubt.



Conclusion

The case titled “Rob Parson at Morgan Stanley” is an excellent learning case that management professionals should not miss as it describes the challenges of performing in a new organizational culture. A program highlights the importance of the assessment procedures that embrace employees’ performance and conduct.



The background is a detailed historical painting of a harbor, likely the Bosphorus in Istanbul. In the foreground, several large sailing ships with multiple masts and sails are visible. In the middle ground, a city with domed buildings and a long bridge is situated on the water's edge. The sky is filled with soft, golden clouds, suggesting a sunset or sunrise. Decorative line art with star-like motifs is in the top corners.

Resource

This case is just a sample partail case solution. Please place the order on the website to order your own orignally done case solution.

Resource: Visit thecasesolution.com for detailed analysis and more case studies.