

Fact sheet 5.3.1f

CASE STUDIES

INSTRUCTIONS: Pick the case study you prefer (no.1 or no.2) and develop a full change plan that satisfies the employer's needs. Choose a change theory and utilize it to implement your plan. Discuss each stage, and pinpoint possible challenges.

1. CASE STUDY 1

Client: A financial consulting company of large size (employs more than 200 individuals)

Situation: The company's financial success has led it to expand in size, deciding to hire 20 new employees. In its efforts to unite and strengthen its human capital, the company wants to bridge the gap between its experienced leaders and the newly hired, next-gen leaders. As an external professional, they ask you to find ways to bridge that gap, as well as develop a plan of action that will provide career development opportunities for those 20, new employees.

2. CASE STUDY 2

Situation: You work in the HR Department of a London-based business consulting firm. The company recently hired a newly appointed Senior Executive for its management department. The company decides to position you as the assigned coach of the newly hired executive, trusting that you will provide the necessary investment and commitment to the career development of this individual.

Additional information: The newly appointed executive is an African-American 42-year old unmarried woman.