

« IQMETRIX » CASE STUDY - QUESTIONS

You're a consultant working for iQmetrix. You are here to help Christopher Krywulak analyzing and understanding the current situation at iQmetrix, and to help him making a decision regarding a possible change in the company's organizational structure.

You decide to conduct an in-depth analysis by answering the following questions. Your aim is to present the results of your analysis to Christopher Krywulak in a 7-minute video and in this way possibly help him overcome current difficulties encountered.

Questions

1. Describe the main features of iQmetrix current organizational structure. (3,5 points)
2. What is the focus of iQmetrix culture? Which components of this culture do you identify? (5 points)
3. Which pitfalls associated with the culture of the *ultimate organization* do you identify? (3,5 points)
4. Would you recommend holacracy or another organizational structure? Why? Justify carefully your answer. Which pros and cons of holacracy (if you recommend it) or the organizational structure you recommend do you identify – particularly with respect to iQmetrix culture? (6 points)
5. Which managerial and/or leadership skills/behaviors need Christopher Krywulak to display to be successful in implementing this change in organizational structure? (2 points)

To help you answer question 4, you can learn more on holacracy in this TedX video: <https://www.youtube.com/watch?v=tjxfjGo-vkI>

To answer these questions (in English), you have to use the **concepts** and **theories** you have seen during lectures (for each question, you have to choose the relevant concepts and theories). Your answers in English have to be both concise and justified as you only have 7 minutes in all to present all your answers.

Format of the video to be submitted on Moodle:

- **Maximum length: 7 minutes (longer videos will be penalized)**
- Each group member should at least speak once (by answering one question for example)
- Cameras should be on (unless it is detrimental to a proper internet connection)
- The name of the video file has to respect the following format:
 - o for example: FISE SN_NAME1_NAME2_NAME3_NAME4
- You have to make sure your video format will be accepted by Moodle. For this, it is highly recommended to submit the video at least several minutes before the deadline to avoid any submission problem on Moodle.

Deadline to submit your video: Monday 10th January 2022, before 12h15. After this deadline it won't be possible to submit on Moodle and late submissions won't be accepted.