My job is the Executive Managing Director of the Computer Engineering Division

technical innovation, product development, team management, and divisional growth.

a) First 48 Hours

Get to know the company and all people

1. **Meet Key Team Members**: Quickly assess the team's strengths, current projects, and any immediate concerns.

2. **Review Current Projects and Finances**: Look at ongoing projects, existing resources, and financial standing to establish a foundational understanding.

3. **Identify Immediate Risks and Opportunities**: Identify potential risks (e.g., critical deadlines) and quick wins to start showing results early.

b) First Week

Get to know the company and the people in more detail.

1. **Weekly standup meetings***:*

   Weekly standup meetings – to know people and ongoings better

2. **Start Research on New Opportunities**: Begin exploring ideas for expansion into areas like *Maybe AI/ML?*

3. **Set Team Expectations**: Define goals, team expectations

c) First Month

Use information from the last weeks

1. **Address initial inefficiencies** discovered in the first week, focusing on enhancing productivity.

2. **Draft a basic roadmap** for expanding the engineering division's offerings in both product and service domains.

3. **Engage with Other Divisions**: Work closely with Sam's team in Computer Sales to identify areas where the Engineering Division can support increased sales or product offerings.

4. **Build Team Morale**: Begin morale-boosting initiatives to improve engagement, given past issues with low morale.

   Maybe some events after work. /Have dinner together with workers.

d) First Six Months

1. **Launch a New Tech Innovation Hub within the Division:** Create a dedicated team focused on innovation to drive R&D on emerging technologies relevant to the business.

   AI/ML?

2. **Refine Division Structure and Roles**: Begin restructuring roles to address gaps, improve project oversight, and increase operational efficiency.

3. **Improve Technical Capabilities**: Invest in training and possibly new tools that enable the team to improve their skill sets, keeping up with industry standards.

   Some seminars?

4. **Monitor Performance Closely**: Track progress towards defined goals, making adjustments as needed to ensure success and optimal performance.

e) First Year

1. **Review steps from first half year**.

2. **Solidify Division Strategy and Vision**: Develop a long-term strategy for the Computer Engineering Division that aligns with the broader goals of CompChimp, including software development and infrastructure services.

3. **Implement Key Structural Changes**: Formalize and optimize the organizational structure within the division, providing clear reporting lines and job descriptions.

f) Leadership Style for Julie

Julie's leadership style should be **tech-focused** and **transformational with an adaptive approach**:

- **Adaptive and Participative**: Recognizing her inexperience, she should remain open to feedback, encouraging collaboration and maintaining flexibility to adjust strategies as she learns.

- **Transformational**: Inspiring the team with her vision and enthusiasm for growth while fostering innovation.

g) Liaison with Sam and the Computer Sales Division

Julie should:

1. **Set Regular Collaboration Meetings**: Weekly or bi-weekly check-ins with Sam to ensure alignment between the Sales and Engineering divisions.

2. **Share Engineering Roadmap and Capabilities**: Keep Sam informed of the Engineering Division's projects, making it easier to leverage these offerings in sales strategies.

3. **Establish Cross-Functional Teams**: For joint projects, Julie and Sam can form cross-functional teams to enhance communication and cohesion.

h) First Requests to the Board

1. **Investment in R&D**: Request funding for research and development, enabling the Engineering Division to stay competitive and expand into new areas.

2. **Resources for Talent Development**: Request support for training programs or hiring additional staff with specialized skills.

3. **Approval for Structural Changes**: Obtain the board's backing for key organizational changes within the division to ensure the team has the resources needed for sustainable growth.

   → *Improve workers morale and motivate them.*

Response to Confidentiality Issue in Sam's Team

Advantages and Disadvantages of Each Option:

i) Warning Sam Directly

- **Advantages**: Maintains trust and allows Sam to address the issue quickly; fosters transparency between divisions.

- **Disadvantages**: Risks conflict if Sam reacts defensively or doesn't address the problem, potentially damaging their relationship.

j) Not Warning Sam or Anyone

- **Advantages**: Avoids confrontation and maintains her current position; Julie can monitor the situation without drawing attention.

- **Disadvantages**: Ethical risks and possible harm to the company; if the leak affects company performance, Julie may be seen as negligent for not speaking up.

k) Warning the Board of the Problem

- **Advantages**: Involves leadership at the highest level, ensuring the issue is addressed without personal conflict with Sam.

- **Disadvantages**: Risks damaging Sam's reputation without giving him a chance to address it; may strain family and professional dynamics.

l) Recommended Action for Julie

After weighing the options, the most balanced approach for Julie would be to **warn Sam directly,** urging him to address the issue before it impacts the company further. This approach respects professional integrity and preserves trust while giving Sam a chance to rectify the problem privately. If the situation escalates, Julie could then involve the board with more substantial evidence.

This proactive yet discreet response allows her to protect the company without causing unnecessary conflict, aligning with her goals as a responsible leader in the division.

l) Recommended Action for Julie