INFO5990: Week 5 Tutorial

In-Class Tutorial Activities

Case Study 1: Building Effective IT Teams in a Startup

Scenario:

A tech startup is rapidly growing and needs to build cross-functional IT teams for product development. The company wants to focus on fostering teamwork, collaboration, and innovation within these new teams.

Questions:

1. What are the essential characteristics of high-performing IT teams in a startup environment?
2. How can leadership foster a culture of trust and collaboration in newly formed teams?
3. What tools and practices can be used to improve communication and productivity within the teams?
4. Why is cross-functional collaboration critical in a fast-paced startup environment?
5. Why might traditional hierarchical team structures not work well in this context?

Case Study 2: Sourcing IT Talent for Digital Transformation

Scenario:

A mid-sized logistics company is undergoing a digital transformation and needs to recruit IT professionals with expertise in cloud computing, data analytics, and cybersecurity. They face stiff competition for top tech talent.

Questions:

1. What strategies can the company use to attract and retain skilled IT professionals?
2. How can the company assess both technical skills and cultural fit during the hiring process?
3. What role does employer branding play in sourcing top IT talent in a competitive market?
4. Why is it important to align recruitment strategy with long-term digital goals?
5. Why might traditional recruitment methods fall short in today's IT talent market?

Case Study 3: Managing Organizational Change in IT Initiatives

Scenario:

A public sector organization is replacing its legacy HR system with a modern cloud-based solution. Employees are resistant to change due to fear of job loss and unfamiliarity with the new technology.

Questions:

1. What steps should the organization take to manage change effectively during the IT transformation?
2. How can leadership communicate the benefits of the new system and gain employee buy-in?
3. What role does training and support play in easing the transition?
4. Why do employees often resist changes in technology, and how can this resistance be minimized?
5. Why is stakeholder engagement crucial throughout the change management process?

Case Study 4: Remote Team Collaboration in a Global IT Project

Scenario:

An international software company has formed a remote development team with members across five countries to work on a large-scale cloud platform. Although technically skilled, the team faces challenges related to communication, time zones, and cultural differences.

Questions:

1. What are some strategies to ensure effective collaboration across time zones and cultures?
2. How can project managers build team cohesion when members rarely meet in person?
3. What tools and platforms are most effective for managing global remote teams?
4. Why might remote teams struggle with productivity or motivation compared to co-located teams?
5. Why is establishing clear roles and communication norms essential in a distributed team setting?

Case Study 5: Campus Recruitment Strategy for IT Graduates

Scenario:

A large IT consultancy firm plans to expand its entry-level workforce by recruiting from top engineering colleges and universities. The goal is to find candidates with strong coding skills and the potential to grow into leadership roles.

Questions:

1. What key qualities should the firm look for when selecting fresh IT graduates?
2. How can the company make its campus recruitment process more appealing and competitive?

3. What assessment techniques (e.g., hackathons, case challenges) can help evaluate candidate potential effectively?
4. Why is early engagement with potential recruits (e.g., through internships or workshops) beneficial?
5. Why should diversity and inclusion be considered during the talent sourcing process, especially in early career hiring?

Spend rest of the time on your Group Project activities