



CAREER CLUSTER

Business Management and
Administration

INSTRUCTIONAL AREA

Economics

BUSINESS LAW AND ETHICS TEAM DECISION MAKING EVENT

PARTICIPANT INSTRUCTIONS

- The event will be presented to you through your reading of the 21st Century Skills, Performance Indicators and Case Study Situation. You will have up to 30 minutes to review this information and prepare your presentation. You may make notes to use during your presentation.
- You will have up to 15 minutes to make your presentation to the judge (you may have more than one judge). All members of the team must participate in the presentation, as well as answer any questions.
- You will be evaluated on how well you demonstrate the 21st Century Skills and meet the performance indicators of this event.
- Turn in all of your notes and event materials when you have completed the event.

21st CENTURY SKILLS

- Critical Thinking – Reason effectively and use systems thinking.
- Problem Solving – Make judgments and decisions and solve problems.
- Communication and Collaboration – Communicate clearly and show evidence of collaboration.
- Creativity and Innovation – Show evidence of creativity.

PERFORMANCE INDICATORS

- Explain the role of business in society.
- Explain the concept of competition.
- Explain the nature of business ethics.
- Determine factors affecting business risk.
- Handle customer/client complaints.
- Take responsibility for decisions and actions.
- Explain the nature of effective communications.

CASE STUDY SITUATION

You are to assume the roles of the chief operations officer and the senior vice president at CASTLE FOODS, a regional chain of grocery stores with 200 locations. The president (judge) wants your team to determine how to respond to bad press regarding a corporate policy.

CASTLE FOODS closed and sold a poor performing store and its lot in 2019. The store was located in Maze City, a city of 100,000 people. That CASTLE FOOD location was in Maze City's downtown neighborhood and had been in operation since the 1960s. The downtown district has become an economically challenged neighborhood, and sadly, businesses have been leaving.

While there are three other CASTLE FOODS locations in Maze City, they are not close to downtown and there are not any other grocery store options in the neighborhood. This has created a food desert. In response a dollar store opened in the area that has a very limited amount of produce and meat priced higher than a traditional grocery store.

The food care center located downtown has seen an increase in people needing food and reported an all-time record high number of individuals served this past fiscal year. The city had hoped that another grocery store would purchase the property CASTLE FOODS vacated in 2019 or lease it from the company that purchased it.

A rival grocery store chain showed interest in the closed CASTLE FOODS property and contacted the new owner for details. The new owner produced the sales contract and noted a clause that prohibits the location reopening as a grocery store for 55 years. This type of deed restriction is quite common in corporate sales of land and buildings.

The Maze City newspaper reported the details of the sales contract and deed restriction and the citizens are irate. The online story had more comments than any other story in the newspaper's history. Almost all of the comments were negative, focusing on CASTLE FOODS' "corporate greed," unethical behavior and lack of compassion for customers that have been loyal for over 50 years.

The president (judge) wants your team to respond to the bad press surrounding the common business practice. The president (judge) wants your team to explain the practice to the public and then make recommendations to the president (judge) of anything the company can do to help its corporate image.

You will present your analysis and recommendation to the president (judge) in a meeting to take place in the president's (judge's) office. The president (judge) will begin the meeting by greeting you and asking to hear your ideas. After you have presented your ideas and have answered the president's (judge's) questions, the president (judge) will conclude the meeting by thanking you for your work.

JUDGE INSTRUCTIONS

DIRECTIONS, PROCEDURES AND JUDGE ROLE

In preparation for this event, you should review the following information with your event manager and other judges:

1. Participant Instructions, 21st Century Skills and Performance Indicators
2. Case Study Situation
3. Judge Characterization

Allow the participants to present their ideas without interruption, unless you are asked to respond. Participants may conduct a slightly different type of meeting and/or discussion with you each time; however, it is important that the information you provide and the questions you ask be uniform for every participant team.

4. Judge Evaluation Instructions and Judge Evaluation Form
Please use a critical and consistent eye in rating each participant team.

JUDGE CHARACTERIZATION

You are to assume the role of the president of CASTLE FOODS, a regional chain of grocery stores with 200 locations. You want the chief operations officer and the senior vice president (participant team) to determine how to respond to bad press regarding a corporate policy.

CASTLE FOODS closed and sold a poor performing store and its lot in 2019. The store was located in Maze City, a city of 100,000 people. That CASTLE FOOD location was in Maze City's downtown neighborhood and had been in operation since the 1960s. The downtown district has become an economically challenged neighborhood, and sadly, businesses have been leaving.

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You want the chief operations officer and the senior vice president (participant team) to respond to the bad press surrounding the common business practice. You want the chief operations officer and the senior vice president (participant team) to explain the practice to the public and then make recommendations of anything the company can do to help its corporate image.

The participants will present information to you in a role-play to take place in your office. You will begin the role-play by greeting the participants and asking to hear about their ideas.

During the course of the role-play, you are to ask the following questions of each participant team:

1. Why do you think the newspaper ran a story about a legal deed restriction?
2. How can we tell if the people of Maze City are OK with our response?

Once the chief operations officer and the senior vice president (participant team) have presented information and answered your questions, you will conclude the role-play by thanking the chief operations officer and the senior vice president (participant team) for the work.

You are not to make any comments after the event is over except to thank the participant team.

EVALUATION INSTRUCTIONS

The participants are to be evaluated on their ability to perform the specific performance indicators stated on the cover sheet of this event and restated on the Judge's Evaluation Form. Although you may see other performance indicators demonstrated by the participants, those listed in the Performance Indicators section are the critical ones you are measuring for this particular event. The maximum score for the evaluation is 100 points. The presentation will be weighted twice (2 times) the value of the exam scores.

Evaluation Form Interpretation

The evaluation levels listed below and the evaluation rating procedures should be discussed thoroughly with your event director and the other judges to ensure complete and common understanding for judging consistency.

Level of Evaluation	Interpretation Level
Exceeds Expectations	Participants demonstrated the performance indicator in an extremely professional manner; greatly exceeds business standards; would rank in the top 10% of business personnel performing this performance indicator.
Meets Expectations	Participants demonstrated the performance indicator in an acceptable and effective manner; meets at least minimal business standards; there would be no need for additional formalized training at this time; would rank in the 70-89 th percentile of business personnel performing this performance indicator.
Below Expectations	Participants demonstrated the performance indicator with limited effectiveness; performance generally fell below minimal business standards; additional training would be required to improve knowledge, attitude and/or skills; would rank in the 50-69 th percentile of business personnel performing this performance indicator.
Little/No Value	Participants demonstrated the performance indicator with little or no effectiveness; a great deal of formal training would be needed immediately; perhaps the participants should seek other employment; would rank in the 0-49 th percentile of business personnel performing this performance indicator.



BUSINESS LAW AND ETHICS TEAM DECISION MAKING 2024

JUDGE'S EVALUATION FORM ASSOCIATION EVENT 1

INSTRUCTIONAL AREA: Economics

Participant: _____

Participant: _____

ID Number: _____

Did the participant team:		Little/No Value	Below Expectations	Meets Expectations	Exceeds Expectations	Judged Score
PERFORMANCE INDICATORS						
1.	Explain the role of business in society?	0-1-2-3	4-5-6	7-8	9-10	
2.	Explain the concept of competition?	0-1-2-3	4-5-6	7-8	9-10	
3.	Explain the nature of business ethics?	0-1-2-3	4-5-6	7-8	9-10	
4.	Determine factors affecting business risk?	0-1-2-3	4-5-6	7-8	9-10	
5.	Handle customer/client complaints?	0-1-2-3	4-5-6	7-8	9-10	
6.	Take responsibility for decisions and actions?	0-1-2-3	4-5-6	7-8	9-10	
7.	Explain the nature of effective communications?	0-1-2-3	4-5-6	7-8	9-10	
21st CENTURY SKILLS						
8.	Reason effectively and use systems thinking?	0-1	2-3	4	5-6	
9.	Make judgments and decisions, and solve problems?	0-1	2-3	4	5-6	
10.	Communicate clearly and show evidence of collaboration?	0-1	2-3	4	5-6	
11.	Show evidence of creativity?	0-1	2-3	4	5-6	
12.	Overall impression and responses to the judge's questions	0-1	2-3	4	5-6	
TOTAL SCORE						