



CAREER CLUSTER

Business Management and
Administration

INSTRUCTIONAL AREA

Operations

**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 nature of risk management.
- Discuss the nature of supply chain management.
- Discuss ethical considerations in supply chain management.
- Explain the impact of supply chain on business performance.
- Explain the nature of overhead/operating expenses.
- Assess long-term value and impact of actions on others.
- Explain ethical considerations in providing information.

CASE STUDY SITUATION

You are to assume the roles of the chief operations officer and the senior vice president at STYLE FRESH, a leader in the fashion industry. The CEO (judge) wants your team to make a supply chain decision after analyzing risks involved with maintaining a relationship or finding a new supplier.

STYLE FRESH sells apparel for men, women and children online and in stores across the nation. STYLE FRESH made a commitment to its stakeholders in 2021 to focus on ethics, sustainability and transparency. The commitment strengthened the relationship with customers, as most shoppers are now influenced by a company's social responsibility efforts.

The CEO (judge) was made aware of allegations concerning one of STYLE FRESH's major suppliers. The supplier has been accused of unsafe working conditions yet keeps passing inspection. The allegations are not yet newsworthy since a formal investigation is being pursued after dozens of the factory employees filed petitions for an investigation. The CEO (judge) feels there are only two possible reactions to this information:

- Option 1: Do nothing until the formal investigation is complete.
- Option 2: Immediately drop the supplier and switch to a more transparent supplier. The switch would result in a 30%-40% increase in manufacturing costs which would result in higher prices for STYLE FRESH customers.

The CEO (judge) wants your team to analyze the risks and long-term impact involved with each option and consider if there are any other options. The CEO (judge) also wants your team to analyze the risks involved with communicating each option to stakeholders. Finally, the CEO (judge) wants your team to make a final recommendation.

You will present your analysis and recommendation to the CEO (judge) in a meeting to take place in the CEO's (judge's) office. The CEO (judge) will begin the meeting by greeting you and asking to hear your ideas. After you have presented your ideas and have answered the CEO's (judge's) questions, the CEO (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 CEO of STYLE FRESH, a leader in the fashion industry. You want the chief operations officer and the senior vice president (participant team) to make a supply chain decision after analyzing risks involved with maintaining a relationship or finding a new supplier.

STYLE FRESH sells apparel for men, women and children online and in stores across the nation. STYLE FRESH made a commitment to its stakeholders in 2021 to focus on ethics, sustainability and transparency. The commitment strengthened the relationship with customers, as most shoppers are now influenced by a company's social responsibility efforts.

You were made aware of allegations concerning one of STYLE FRESH'S major suppliers. The supplier has been accused of unsafe working conditions yet keeps passing inspection. The allegations are not yet newsworthy since a formal investigation is being pursued after dozens of the factory employees filed petitions for an investigation. You feel there are only two possible reactions to this information:

- Option 1: Do nothing until the formal investigation is complete.
- Option 2: Immediately drop the supplier and switch to a more transparent supplier. The switch would result in a 30%-40% increase in manufacturing costs which would result in higher prices for STYLE FRESH customers.

You want the chief operations officer and the senior vice president (participant team) to analyze the risks and long-term impact involved with each option and consider if there are any other options. You also want the chief operations officer and the senior vice president (participant team) to analyze the risks involved with communicating each option to stakeholders. Finally, the chief operations officer and the senior vice president (participant team) should make a final recommendation.

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. Is it fair that companies are judged by the unethical actions of suppliers?
2. Is it ethical for a company to promote its ethical actions?

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 participants.

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 2

Participant: _____

INSTRUCTIONAL AREA:
Operations

Participant: _____

ID Number: _____

Did the participant team:		Little/No Value	Below Expectations	Meets Expectations	Exceeds Expectations	Judged Score
PERFORMANCE INDICATORS						
1.	Explain the nature of risk management?	0-1-2-3	4-5-6	7-8	9-10	
2.	Discuss the nature of supply chain management?	0-1-2-3	4-5-6	7-8	9-10	
3.	Discuss ethical considerations in supply chain management?	0-1-2-3	4-5-6	7-8	9-10	
4.	Explain the impact of supply chain on business performance?	0-1-2-3	4-5-6	7-8	9-10	
5.	Explain the nature of overhead/operating expenses?	0-1-2-3	4-5-6	7-8	9-10	
6.	Assess long-term value and impact of actions on others?	0-1-2-3	4-5-6	7-8	9-10	
7.	Explain ethical considerations in providing information?	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						