1-Feb-23
Leadership & Organizational Behavior 424
Submission from Team Name: P&G

Mid-term Presentations Team Evaluation

1=Below Expectations
2=Met Expectations
3=Above Expectations
Please do not evaluate your Team. Please list your evaluation and your comments.

Key Area	Team Microsoft	Team Nike	Team American Express	Team Ford	Team Valero	Team J&J
	3	3	3	2	2	3
Outcomes	Not clear on what they were going to focus on. 3 areas? 1 area?	not clear how to bound problem. No formulated hypotheses as to what's driving the issue of diversity.	no hard data and evidence on leadership issues. Add stats from employee	many issues discussed, not a focus on narrowing down issues.	Clear focus on leadership issues (with metrics)	Excellent focus on hypotheses. Best in the class.
	good presentation, clear and precise.	engaging presentation, good clear and precise.	engaging presentation, good clear and precise.	good, could have been more engaging	good, could have been more engaging	good, could have been more engaging
	good analysis of the current leadership strategies and their issues	Did a good job explaining the SWOT & major issues in diversity withing the company	Spoke about company culture and how they have shifted their strategies with time	Spoke about leadership issues with recall & labor disputes	spoke about role in industry and market share	Spoke about investment strategy (R&D)

	3	2	2	2	3	3
Processes	diving into org structure and acquisitions was an interesting review.	didn't focus on Nike's processes (or lack thereof) in hiring and promoting diverse leaders.	Focused on organizational structure and processes as sources of problems. Stats would have made it better.	wide mention of processes. Need to narrow down focus.	Good insight on company's lack of willingness to engage with outside stakeholders.	Great
	good research and division of issues.	lacking issues need more research	lacking issues need more research	lacking issues need more research	lacking issues need more research	lacking issues need more research
	Great explanation of lack of focus in product development and excessive org structure due to acquisitions	talked about how they will track Nike's 50/50 gender ratio -Talked about matrix system issues in organization for decision making process	good analysis of organizational issues with management & micromanaging	Good SWOT analysis Good analysis of supply chain issues & engineering issues leading to poor performance outcomes	no change in upper management in the last 9 years – could be problems in the culture	Speed surpasses safety, this is a big issue J&J's leadership team needs to address
	3	3	2	3	2	3
Connections	team dug into issues of how employees interact, even if in a problematic way.	lots of focus on relationships of Nike employees.		good focus on how leaders are wearing multiple hats. Good insight		Great
	good connections	good, need to focus on interviews, connections	good, need to focus on interviews, connections	good connections	good, need to focus on interviews, connections	good, need to focus on interviews, connections
	great analysis of Microsoft's company culture and issues with: sexual harassment and diversity	Poor treatment of gender and race within Nike	Good explanation of lack of development of talent	Good analysis of Fords senior leadership, employee reviews & where improvements could be made	Safety & environmental regulation issues – do they care about people or the planet? Repeated offenders	Spoke about lawsuits for unethical operations Less politics – more ethics

Plus	Everyone spoke and was prepared Did a great job presenting several issues leadership is facing at Microsoft Team was distributed through the front of the classroom, not all togeth in the corner	Funny jokes throughout the presentation. Helped keep us engaged Went through personalities and their teamwork strategy	Spoke about short people assessment & how group functions together Funny jokes	Good energy, made the presentation fun to listen to Everyone in the group contributed They already have managed to get interview	Spoke about the team core values Simple presentation structure to follow	Spoke about team dynamic Good presentation structure, easy to follow Although a teammate was in an other country they still made the effort to include her.
Delta	I was a bit confused as to which problem they were aiming to tackle Seed a little disconnect with the team in a sense of were they want to take the project	At some point it seemed you already had an opinion about the issues that can influence how you approach the interview and conclusion	Rambled a little too much about history – too much reading off slides Did not leave enough time for a deep dive into their analysis	Spread the stage.. everyone who wasn't presenting stood by the computer hiding behind each other Reading off phone Overtime	Presented a lot of issues but wasn't clear about which one they plan to pursue	Spread the stage.. everyone who wasn't presenting stood by the computer hiding behind each other Looked to much to the screen and in a way is made him only address to certain part on the class room.

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Team (P&G)

Evaluation: 3=Above Expectations

Outcomes:

- Focused issues – innovation & sustainability – how will this tie with leadership pain points?
- Clear action plan

Process:

- Set the ground with clear purpose & grounded
- Included an analysis of key competitors
- Porter's five force model was insightful

Connections:

- Case study of P&G recovery – connected with what's going on now – connected the hypothesis
- Team worked well together

Team (Microsoft)

Evaluation: 2=Met Expectations

Outcomes:

- Portrayed history well
- Leadership pitfalls identified

Process:

- Clear rationale why MS
- More focus on leadership issues
- Good research on issues – employee analysis, including use of the MIT Sloan Review Culture 500 comparison
- D&I Inclusion report added perspective

Connections:

- Good team dynamics and good presentation

Delta:

- Issues identified and explained resonated more like pre-Nadella era – are these really the issues at today's MS – which went through a tremendous cultural transformation, open-mindedness, and very strong push towards AI and Cloud!!!

Team (Nike)

Evaluation: 2=Met Expectations

Outcomes:

- Gender focused issues
- Identified a clear problem and structured entire presentation around the problem

Process:

- Nice development into the leadership issues

Connections:

- Good team introduction and dynamics, including good use of humor

Delta:

- More emphasis on women workforce issues. Are these the only issues? And how credible are they? Will the team be able to speak with a Nike women leader?

Team (American Express)

Outcomes:

- Identified and articulated issues well
- Rational/ Root analysis well-articulated

Process:

- Intention of choosing Amex well explained

Connections:

- Team members connections outlined well
- Team stages of group development discussed well

Delta:

- Spent too much time on company trajectory and company history – could have been shorter

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Team (Ford)

Outcomes:

- Good research on issues to deal with
- Targeted good leadership challenges, including how the new senior leadership of Ford will impact the company

Process:

- Intention very clear and convincing
- Articulated issues well
- Root cause articulated well
- Metrics to tackle articulated

Connections:

- Nicely connected and good team dynamics
- Professional slides
- Good progress team by already connecting with employees

Delta:

- Presentation was stopped due to going over the time limit, team did not utilize Prof. Kevin's time cues

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Team (J&J)

Evaluation: 2=Met Expectations

Outcomes:

- Convincing hypothesis

Process:

- Intentions explained
- Good process in arriving the issues
- Good research, including focus areas on the many lawsuits that J&J is facing

Connections:

- Grounded team and connected well with a good agenda
- Good presentation – exhibits good team formation, stylistically the most appealing of all the presentations

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February 01, 2023

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Submission from Team Name: Finance Express (Team American Express)

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Key Area	Team P & G	Team Microsoft	Team Nike	Team Ford	Team Valero	Team J&J
Outcomes	3	3	3	3	3	3
Processes	3	3	2.5	3	3	3
Connections	2.5	3	2.5	2.5	2.5	3

Remarks

Team P&G - Such an exhaustive and thorough presentation. Could have elaborated more on leadership issues instead of focusing solely on revenues and operations.

Team Microsoft - Really articulated the missing points in the company canvas. Brought many good points to the front.

Team Nike - Brought such a serious issue in the firm. It would be interesting to see their suggestions and presentation in the final. The issues brought front were very surprising. Very good presentation skills.

Team Ford - Genuinely addressed a serious issue in the automotive sector. Choosing Ford over the Tesla was an interesting choice. Went over time by a lot, but all the team members presented well. A lot of research was done, and it could be seen from their presentation.

Team Valero - Issues raised by the team are very relevant. The presentation was very concise and we really liked the professionalism of the team members. Energy is a necessary evil and should look into the other side of the issue.

Team J&J - Clearly delineated the quagmire of the industry. Should consider the Pfizer case next time. Good analysis. The statement 'most adorable scammer' was very captivating and clearly encapsulated the whole presentation. Also, we liked that they provided sources that we can check to research further.

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Submission from Team Name: Team Ford

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Key Area	Outcomes	Processes	Connections
Team Nike **Rating: 3**	The team determined a specific area for examination and highlighted a negative aspect of NIKE's work culture, which they characterized as toxic and unreasonable.	The team utilized a video presentation to emphasize further the issue they had discovered. The presentation was engaging, and the team shared their method for processing the information in a comprehensive manner.	The team has a good dynamic and infused humor into their presentation. The presentation was simple, on-point, and addressed core issues effectively, with supporting articles attached.
Team Microsoft **Rating: 3**	There was an abundance of data presented. The team focused on leadership initiatives for improvement.	The presentation by "Team Microsoft" was both entertaining and remained focused on the topic as requested by the professor. The team explained their selection of Microsoft, conducted a SWOT analysis, and highlighted issues.	The team was poised and the presentation had a lively and seamless flow, with opportunities for audience engagement. However, the team did not mention team dynamics or their formation process.
Team P&G **Rating: 3**	The team used frameworks to describe the company's competition, challenges, and issues, which were well addressed with thorough research	The "Team P&G" (Procter and Gamble) had good presentation skills and made the presentation interactive along with the use of images.	The team did not discuss their formation process and all members were involved in the presentation.

Team American Express Rating: 3	The team provided too much information on why they chose American Express, importantly focusing on its failures. The slides also included a large number of insights.	The "Team American Express" discussed group development and added a fun element to their presentation.	The presentation was decent, with all team members involved and a good discussion on their plan for proceeding.
Team Valero Rating: 3	The team discussed the energy industry before explaining their choice of Valero. The presentation included business insights with data and correctly addressed the company's issues. Employee reviews were also shared.	The team covered environmental and safety issues and handled questions and answers well.	The "Team Valero" included team member titles in their presentation and had many navigators. Although the presentation exceeded the time limit slightly, it was good overall.
Team Johnson & Johnson Rating: 3	The team included a history of the company and provided data snapshots. They discussed the SWOT analysis and explained why they chose Johnson & Johnson, which is because of the company's threats, such as lawsuits and illegal activities. The team also covered leadership and business segments. The presentation was disturbed by echoes and included too much analytical data.	The "Team Johnson & Johnson" presentation had slow transitions between speakers. The presentation was well-designed and aligned with the company logo.	The team explained the Risperdal case nicely but exceeded the time limit.

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Key Area	Team (P&G)	Team (Microsoft)	Team (Nike)	Team (AmEx)	Team (Ford)	Team (Valero)
Outcomes	2 Nice double diamond framework. Good explanation of Porter's 5 forces. How they arrived at innovation & sustainability as key issues not known. Hypotheses were at macro level, actual leadership challenges may be at micro level depending on the people you interview.	3 Overall good presentation. Issues in leadership were clearly explained. Core leadership beliefs well explained.	2 Too focused on gender discrimination. Forming/Norming/Storming nicely explained. Mission/Purpose of company well explained.	2 Too much time spent on company history which is less relevant for the project. SWOT was not clear and the presenter ended up explaining the history.	2 Overall good presentation. Good thought about metrics. Presentation cut short, could have been timed better.	3 Good introduction to the Energy industry. Good use of Vision & Company's Guiding principles as a start to determine leadership challenges. Unique and good issue brought up about environmental racism.
Processes	3 Thorough research, good use of marketing frameworks. impressive PPT. Good use of Agility Percentile. Good MIT research for innovation comparison.	2 Decent analysis. Lack of focus on technology seems irrelevant now, since recent product/services like Azure, ChatGPT, MS teams are doing well. employee feedback seemed confusing.	2 Need more information on Company financial position. Explored Recent news coverage for issues (gender discrimination) which is a huge plus. Topics like sexism, sexual harassment should have been presented with a bit of sensitivity. Good explanation of company hypocrisy via a branding video	2 SWOT could have been more detailed and explained better. Good unique problem to solve like working in silos.	2 Good company background presentation layout to highlight the company issue(s).	3 Good research and issues explained clearly.
Connections	3 links well to leadership. Good focus on external factors.	2 Connection process is well explained. Comparison to other firms seems like a good idea. Focus on the leadership issue of a growing team is pretty old.	3 How does gender discrimination/matrix organization affect performance is not clear. Linkedin Networks are already explored which is a plus.	3 Can link leadership to policies /strategies, Should find more recent issues. explicit Stages of group development presented well.	2 Linkage between leadership issues and causes is missing. Can connect issues to underlying triggers/issues/ company culture.	2 Small team but seems to have identified unique leadership issues at the macro level which is a plus.

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Key Area	Team P&G	Team Microsoft	Team Amex	Team Ford	Team Valero	Team J&J
Outcomes	3 Quantifiable Hypothesis	3 Observed multiple possible issues	3 Good root cause analysis	3 Have an action plan lined out	3 Detailed Action plan	3 Well defined hypothesis
Processes	3 In depth research	3 In depth research	3 Used detailed frameworks	3 Researched multiple areas	3 In depth research on safety and multiple platforms	3 In depth research on various platforms
Connections	2 No outcomes shown but have interviews lined up	2 No quantifiable outcomes	2 No quantifiable outcomes	3 Already conducted interviews	2 No quantifiable outcomes	2 No quantifiable outcomes

Please provide Remarks on each rating

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Outcomes	3 (Didn't talk much on the leadership challenges in the firm)	3 (Silo issue was highlighted, difficult to address cultural and individual combined issues)	3 (Since the company is already doing so good in terms of leadership, there is a challenge to find the areas they lack in and team is still not sure how they will tackle the challenge)	3 (Action plan is exhaustive focussing diverse issues in the company	3 (cohesive rational and action plan) These companies mostly have a Safety, Environment and CSR Division to address these issues and have experience and prior education on the subject. Proving your solutions can be challenging.	3 (great presentation flow, action plan is still lacking but should be addressed in the following weeks)

Processes	3 (Good use of research frameworks) Did not share the process of how they selected the company and the issue.	3 (Presentation was rushed however data focused research is a great idea)	3 (Explained well about the team and company but lacked quantitative analysis on the leadership issues)	3 (They explained in detail about the company but the presentation was not very engaging, there was a lot of content)	3 (Too elaborate and exhaustive description of company, its products and history)	3 (Indepth research into company and interesting lawsuits/historical drug cases)
Connections	3 (Good team coordination)	3 (Connections highlight the lack of diversity however they are hoping to address this through data)	3 (Good team coordination)	3 (Its good that they have a strong team bond and already took interviews)	3 (well-defined questionnaire however no connections mentions)	3 (well defined hypothesis' but lacking detailed connections at this point)