

Three separate cultures

Business needs with protecting, promotion seems to be a big issue; little more (add)
Great situation, promotion seems to be a big issue; little more (add)
about possible in 1st Q; 2nd + 3rd Qs put in TN; created suggested outline for incident → * came up w/ examples of not fitting in; reviews of company needs along w/ John's note; discussing what they do (bottom p. 2), examples, where John's point raised problems, at least as there to deal w/ situation. Could be a case that as there is good CI.

* How many people don't like working w/ John, or is it a consensus?
* Do clients like John?
* Need a check: How many great culture, John has shown, great w/ clients, doesn't fit in, should I promote him?

* Why doesn't John fit in?
* Does John need help from Training/Development Dept?
* What are his expectations if he's promoted? Also more needed on corp. culture (6-level, 9-level, etc)

* Describe nature + culture of their work; impact of culture on customers is internal
* 3rd Q - why should they be a conflict between culture + business interest?
* How good is John (performance) **TN**

* DQ3 - Nervous (see Butth's notes) - make it a two-sided thing (p. 4 TN)
* Why the culture is such an important strategic asset?
* No! Not CI written yet
* Answers needed to Qs
* Theory needed in TN

* Client integrate + motivational cohesion (good luck?)
* Does he get along w/ senior managers?

Culture
4 issues
Performance Policy
Training Policy
Promotion Policy