

Activity- SPI (Finals)

1. You are a recruiter of IT talent for a headhunter firm. A senior manager from one of the major software development firms in the area is on the phone with you, demanding that you stop contacting her employees about job opportunities with competing firms. She explains that senior executives at her firm all sign a noncompete clause as part of their employment contract. How do you respond?

Answer:

I'll respond in a polite manner, saying "I understand your concerns about the noncompete clauses your top executives have signed. To ensure we comply with these agreements, we will immediately update our database. If there are specific employees we should not contact, please let us know, and we will respect that."

2. You have been asked by the CEO of your software organization to hire and manage a small group of software developers in an attempt to reverse engineer the latest release of the software by your leading competitor. The goal of the group will be to identify features that could be implemented into the next few releases of your firm's software. Would you consider hiring software developers from your competitors to start this group? Why or why not?

Answer:

Yes, it could be helpful to hire software engineers from competitor companies for this project. Their experience and knowledge could help us understand our competitors' software better. This could give us ideas for features to include in our own program, giving us an edge. Also, having people from different backgrounds could bring new ideas and improve our development process.

3. You are interviewing for the role of human resources manager for a network hardware design and manufacturing firm. Over the last year, the firm has lost a number of high-level executives who left the firm to go to work for competitors. During the course of your interview, you are asked what measures you would put in place to reduce the potential loss of trade secrets from executives leaving the firm. How would you respond?

Answer:

When executives depart, there are a few things I would do to keep our trade secrets safe. I would start by updating our confidentiality agreements to make sure they are sufficiently strong legally and cover everything. Secondly, I would speak with executives as they depart to find out why and to remind them to protect our trade secrets. Thirdly, I would strengthen our security by controlling who has access to critical information and keeping an eye out for any unwanted access. Finally, in order to retain

our best employees and deter them from joining our rivals, I would strive to make our business a pleasant place to work and provide competitive salary and benefits.