

BTM103 – Management

Research Paper 2

Keep Them at All Costs?

You are the Chief Executive officer of a multinational corporation with locations spread throughout the world. In your position you rely heavily on your superstar Executive Vice President, hired from a competitor 18 months ago, and a staff of 5 Vice Presidents handling the international tasks. Your expertise and staffing requires 100% of your time handling domestic tasks with occasional ventures into the international arena.

Your Executive Vice President asks to meet with you the first thing Monday morning. At the meeting he officially notifies you of his intention to leave your company for a CEO position elsewhere. You are caught off guard by his announcement. You hired him because of his superstar performance in his previous position. You had hoped for a long term association with you. Wow, what do you do?

Before you do or say anything you ask for some time to react to his announcement. You want time to investigate your options and to see how others would handle the situation.

You remember an article you read in the Wall Street Journal [<http://on.wsj.com/2dCQ1kz>]. You carefully reread it and it gets you thinking. You seek out the opinions of others [cite sources] to help you.

Your task in this paper is to analyze your position, the Executive Vice President's position, and your alternatives. Your conclusion will contain an analysis of your alternatives, your proposed action and reasons for your course of action.