2013 NLC PBL HUMAN RESOURCE MANAGEMENT
FINAL CASE STUDY

PARTICIPANT INSTRUCTIONS

1. You have twenty minutes to review the case.

2. Presentation time is seven minutes. At six minutes the timekeeper will stand and hold up a colored card indicating one minute left and at seven minutes the timekeeper will stand and hold up a colored card indicating time is up.

3. The team represents the human resource department at Ag Solutions. The presentation is interactive with the judges who will ask questions throughout the presentations. The judges will play the role of CEO for Ag Solutions, a major U.S. food manufacturing located throughout the world.

4. Each team member will be given two note cards.

5. Cover all the points described in the case and be prepared to answer questions posed by the judges.

6. All team members must participate in the presentation as well as answer the questions.

PERFORMANCE INDICATORS

- Describe training and development strategies to adequately prepare employees
- Explain human resource management based upon mission, vision, and future needs
- Identify leadership skills necessary for effective performance
- Describe a vision for personal growth that is directly related to the success of a business
- Demonstrate an understanding for cultural differences in the diverse business environment
- Explain how to utilize resources for professional business development
- Describe strategies to keep up with the dynamic business world
CASE STUDY SITUATION

You represent the Human Resource Department for Ag Solutions, a major food manufacturing company in the United States. Your company conducts business in Europe, India, China, and Japan. The CEO for Ag Solutions is concerned about managing talent and improving leadership development since the company is expanding to locations throughout the world.

The CEO for Ag Solutions has called a meeting with you to hear your plan for locating the top employees throughout the world. They are interested in your plan for preparing U.S. employees to conduct successful global business. You must describe the training and development strategies to prepare Ag Solutions’ employees in the United States and other countries for successful business transactions. You also must describe a communication process to keep all employees throughout the world on the same mission.

Things to consider in your decision:

- What cultural differences must be considered when working with different cultures throughout the world?
- What is the best strategy for developing a company mission that is comprehended and followed by our employees located throughout the world?
- What is the best recruitment strategy to hire the best employees from the worldwide marketplace?
- What is the best strategy for company meetings that bring together employees from all over the world?
- How can Ag Solutions improve our international communication process?
- What public relations strategy can Ag Solutions use to strengthen the company’s image throughout the world?
JUDGING THE PRESENTATION

1. This is a role-playing event with one judge serving as the CEO for Ag Solutions, a major food manufacturing company in the United States.

2. The individual/team assumes the role of Human Resource Department for Ag Solutions.

3. This can be an individual or team event.

4. Review the Judges’ Instructions and the Case Study Situation.

5. After the introductions, you should begin the meeting by welcoming the participants. The participants will then begin their dialogue with the CEO (judge).

6. This is an interactive problem, so treat the presentation as a conversation. Each of the members of the team should respond to at least one question or issue. At six minutes the timekeeper will stand and at seven minutes the timekeeper will stand and hold up a colored card indicating time is up.

7. You will close the event by thanking the participants for their input and recommendations. The participants will hand in their note cards before leaving.

8. Complete the rating sheet.

JUDGES’ INSTRUCTIONS

You are the CEO for Ag Solutions, a major food manufacturing company in the United States. Your company conducts business in Europe, India, China, and Japan. You are concerned about managing talent and improving leadership development since the company is expanding to additional locations throughout the world.

You have called a meeting with the Human Resource Department (student/team) for Ag Solutions to hear their plan for locating the top employees throughout the world. You want to hear a plan for preparing U.S. employees to conduct successful global business. The student team must describe the training and development strategies to prepare Ag Solutions’ employees in the United States and other countries for successful business transactions. The human resource team must describe recruitment strategies to hire the best employees throughout the world. They must describe a communication process to keep all employees throughout the world on the same mission.
During the role-play performance, feel free to ask any of the following questions:

1. What cultural differences must be considered when working with different cultures throughout the world?
2. What is the best strategy for developing a company mission that is comprehended and followed by our employees located throughout the world?
3. What is the best recruitment strategy to hire the best employees from the worldwide marketplace?
4. What is the best strategy for company meetings that bring together employees from all over the world?
5. How can Ag Solutions improve our international communication process?
6. What public relations strategy can Ag Solutions use to strengthen the company’s image throughout the world?

There is no right or wrong answer to the event. However, participants in the team event must demonstrate the ability to work together to come to a consensus, based on the facts provided (and those that you care to add) should be the basis for the score. The individual or team should present its suggestions with clarity and conviction.

Feel free to enhance the story as much as you want, but if you enhance it for one, make sure you enhance it for all the groups.