

A of morphing legal changes in china

Business



A Case of Morphing Legal Changes in China Would you take the position? If yes, then explain why. Also describe what you might do to prevent a situation similar to the one above.

If one was not given an option to choose, but instead, was assigned to take the position, to prevent a situation similar to what happened, as an executive, one should be carefully apprised of cultural, as well as legal norms and standards. One must be very careful and vigilant in dealing with other stakeholders and ensure that all transactions adhere to the ethical, moral, and legal codes of conducts expected of one's position in the local environment. Therefore, to do this, I would orient myself on cultural norms that pertain to business practices, philosophies and procedures; as well as in the way that foreign investors, executives and managers deal with various stakeholders. I would also be prepared to be knowledgeable on business laws and regulations, particularly those that pertain to sensitive areas that could endanger my professional competence and capabilities to implement organizational strategies. Finally, I will be very careful in dealing with other stakeholders, especially officials from the Chinese Steel Industry and ensure transparency, honesty and integrity in all undertakings, with due support and validations of all correspondences, as required.

2. If no, then explain why you made this choice. Also explain how you would communicate this decision to the manager who offered you the position.

As a high-potential rising star manager within Rio Tinto, after what happened to the other executives in China, I would not take the position for personal and professional safety. Although China was deemed the company's biggest customer, its previous image of morphing legal cases prove to be detrimental to one's professional goal for advancement. The costs and risks

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of being assigned to China far outweighs the benefits of being assigned there.

3. Considering only the information above, what changes, if any, would you make to company policy related to doing business in China?

As the CEO of Rio Tinto, I would ensure that all managers who are eyed to be capable and competent for positions in China must be culturally and legally adept with their business protocols and practices; as well as their legal laws pertaining to managing an organization. Thereby, before sending any executives to China, I would instruct training, orientation, and comprehensive understanding of ethical, moral and legal standards of operating, managing and running a business in the local Chinese setting. Further, I would clearly emphasize to the executives to avoid any confrontations that could lead to legal disputes.

4. Based on this new information, do your answers to questions 1, 2 and 3 change? Why or why not?

Based on the new information, my answers to questions 1, 2 and 3 would not change. Any new information should first be verified as to its accuracy, reliability and veracity. If there are truths to the allegations that any of the executives were instrumental in inflating iron ore prices and in scrapping the \$19.5 billion investment from Chinalco (which I very much doubt), then, all the more that intensified efforts must be instituted by the company to ensure that all executives to be sent to China must adhere to the highest ethical standards expected from the trade relations between the two. All executives should disclose all crucial information relative to entering into contract or agreements with the Chinese officials and businessmen to prevent future tension and complexity in the business relations among these

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organizations.

Work Cited

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