

Free non-profit organization critical thinking example

[Business](#), [Company](#)



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Management

Part A

In the current scenario, the John Rice is facing few major problems regarding the management issues in the ' for profit' and ' not for profit' businesses.

The ' Management Leadership for Tomorrow' is the ' not for profit' organization which train the fresh graduates from the business schools to improve their skills required for the practical jobs. The first problem for John Rice is that the COO who was the perfect candidate for the post of ' Chief Executive Officer' of the company has left the job. Therefore, John Rice is bound to perform the duties of COO of the company to ensure that the business operations are performed accordingly. In these circumstances, John Rice must hire a proper COO for the ' Management Leadership for Tomorrow' to ensure that the business operates according to the plans.

Another main problem for the John Rice is a conflict of interests because both businesses relate to the hiring of the candidates. However, the main conflict is that the ' Management Leadership for Tomorrow' is a ' not for profit' business and the ' CareerCore' is a profit oriented business. In these

circumstances, John Rice must occupy different posts in different businesses. According to the scenario, the duties of John Rice in MLT are operation related and he is looking for a suitable candidate for the post of COO. To avoid or minimize the conflict of interests, it is the best decision of John Rice to hire a new COO for the MLT. In the case of 'CareerCore', the John Rice must use his experience in the decision making of the management.

Part B

John Rice must act and perform at the core positions in both of his organization to generate maximum profits. John Rice is facing problems at the 'Management Leadership for Tomorrow', when his COO left the job. According to the scenario, John Rice, who was supposed to Chair the Board of Directors of the 'Management Leadership for Tomorrow' is now acting as a COO of the business to keep and improve the working of the business. The 'Management Leadership for Tomorrow' is a 'not for profit' business, however, the other business 'CareerCore' is a 'for profit' business. John Rice is the partner in the 'CareerCore' business with Andrea and the business need the expertise and the knowledge of John Rice to generate profits. Therefore, in these circumstances, the John Rice must keep the chair of COO in the 'Management Leadership for Tomorrow' to make sure that the business operations work according to the budgeted targets in the absence of regular COO of the company. MLT is an old company and it is highly probable that there will be the interest of the general public. Therefore, it is very important for the John Rice to keep the post of COO in the MLT at the moment.

As far as 'CareerCore' is concerned, the expertise of John Rice is required to make 'CareerCore' a profitable business. However, at the same time, the partner of John Rice in 'CareerCore', Andrea explains that the services of John Rice are very important for 'CareerCore', however, the MLT complex operations must be resolved first. Therefore, in this scenario, John Rice must take a role of a 'Chairperson' or 'a Chair' in the 'CareerCore' to keep the knowledge of all operations and the decisions of the management.

Part 3

The role of the marketing manager is one of the most important duties to expand the business. In the current scenario, the Andrea is the more suitable individual to perform the enhancement of the business by incorporating the changing environment of the actual business environment. It is very clear in the scenario that the whole management of the business is in the favor of changing their traditional way of doing business by introducing the placement of the jobs instead of training the fresh graduates for the business. Therefore, Andrea is the perfect candidate to take care of this massive change in the organization.

According to the profile of the Andrea, she took interest in the changing environment created by the introduction of the internet in the real business world. Moreover, she became an expert in the field of internet business or internet marketing. The expert advices were taken seriously by the companies at the Wall Street, which ultimately assisted the businesses to maintain and enhance their markets. Therefore, by taking account of Andrea's past experience, the business plan of 'Management Leadership for

Tomorrow', to enhance their business in the countries like India require the innovative attitude of the Andrea. Moreover, the business is expanding their operations in the other cities of the United States of America as well, and to maintain the proper control over the entire organization's operations, Andrea can assist in making proper and secure network on the internet.

Therefore, Andrea must take the position of the ' Executive Director' to enhance the operation, customers and the market for the business. Andrea's trend or business approach can help the business in finding more clients and the business will increase their profitability.

References

Stevenson, Howard H., Janet Kraus, and Shirley Spence. " John and Andrea Rice: Entrepreneurship and Life." Harvard Business School Case 808-042, December 2007. (Revised February 2012.)