

How alex fuhrman has filed a case against frederick, hibbs, and uvex corporation

[Business](#), [Marketing](#)



Hibbs Web Case Analysis

Summary

This case portrays a conflict between Alex Fuhrman who was the director of accounting and finance, West coast division manager Fredrick Fontaine, Christopher Hibbs who is in Fredrick's department and new in the organisation. Alex has filed a case against Frederick, Hibbs, and Uvex Corporation. Uvex Corporation started as a small business owned by a father and a son on the Southwest coast. They hired a team of highly qualified physician this led to expansion of the enterprise. Alex joined Uvex Corporation immediately after graduating from an MBA program. The business flourished after Alex became involved in restructuring the expansion.

After a period of five years of Alex being in service, the corporation went public. The company built a state-of-the-art facility for cancer treatment. San Rafael was highly capitalised with highly sophisticated radiation therapy equipment. San Rafael was the best known centre due to its best services in treatment of cancer. San Rafael received research donations from generous patients, business parties and even the public. The research group consisted of key leading scientists with doctorate degrees in biochemistry. Alex was made the administrative head of the cancer research and treatment department.

In order to replace Alex a new accountant and financial manager, Christopher Hibbs was hired in West coast division. Hibbs had worked Sacramento city as a book keeper. He had a very good recommendation letter from his former employer and Fredrick recommended that Hibbs

should be hired as a financial accountant of Uven. Hibbs wanted to make new changes in his management different from those made by Alex. He prepared and sent his financial report directly to the executive controller. Frederic found a memo for Alex stating that some funds were missing, this had happened when Alex was the financial controller. A meeting was organised whereby Alex overreacted and did not finalize into reconciliation with Hibbs. Alex filled a law suit.

Case Analysis

Problem analysis

There is the lack of communication between Alex and Hibbs and that has gone to extent where Alex has filed a case against the company, Frederick and Hibbs. Alex thinks that Memo from Hibbs as slanderous. He is an administrator and thus he was supposed to handle this case with patience but not being emotionally uncontrollable.

Because of good communication, Frederick and the executive controller did not mind asking further questions on Hibbs competence before giving him the job. Also, during the meeting they did not mind asking Hibbs to explain his new accounting system instead they left unfinished meeting.

Organisation structure analysis

A father and son who hired a team of qualified practitioners in their field of expertise started the organisation as a family business. The corporation had a very good design since it expanded growing big with time. Alex was first hired as a financial controller and at that time, the president and CEO only controlled him. The enterprise grew big and at the end Alex became an administrator and many other managers were hired. Alex worked for Fredrick

as his manager in West coast . However; he does not portray good leadership skill in this particular case (Sonya & Elizabeth).

Solution 1

Hibbs and Alex meet in a good environment for instance a restaurant and have clear communication.

To create a good interpersonal relationship

Retract the lawsuit through a clear understanding for each other.

Solution 2

Hibbs to write the apology letter and Alex to offer forgiveness to Hibbs

References

Sonya, M., & Elizabeth, M. Case: Hibbs Web. Cases for Chapter Four.