

Exercise 1.3: Quick Roleplay

Participant Solution Handout – Model Solution for XYZ Corp Scenario

Given the nature of the roleplay exercise, there isn't a single "model solution," as the objective is to engage participants in identifying warning signs and collaboratively developing strategies based on the unique perspectives and insights of their assigned roles.

The focus is on recognizing issues and generating actionable ideas rather than arriving at a predefined solution. The discussion and feedback session at the end will help highlight various approaches and enhance learning through peer insights.

Position:	Identifying Warning Signs:	Addressing Warning Signs:
CEO:	Oversees the company's overall health and notices a general decline in market position.	Leads the discussion on formulating a turnaround strategy.
CFO:	Identifies financial warning signs such as declining revenues and cash flow issues.	Suggests immediate financial measures such as cost-cutting and securing short-term financing.
Operations Manager:	Reports operational inefficiencies like high employee turnover and production delays.	Proposes operational improvements, such as streamlining production processes and enhancing quality control.
Marketing Manager:	Highlights negative customer feedback and reduced market share.	Recommends market-related actions, including revamping marketing strategies and improving customer engagement.
HR Manager:	Observes low employee morale and increased resignations.	Suggests initiatives to boost employee morale and reduce turnover, such as better training programs and improved workplace culture.