



What Is a Case?

A case is a description of a management situation. Most cases range in length from two to twenty-five pages of text and exhibits; the latter often present quantitative material. So-called field cases are largely based on data provided by the organization that is the focus of the case. Library cases are drawn from published material in the public domain. A case is not written to illustrate correct or incorrect handling of an administrative situation, nor is there an editorial bias that implies a particular conclusion.

A chronological series of cases based on a single organization is sometimes used to expose the student to an organization's cumulative experience with a situation.

How Are Cases Used?

Cases are used for class discussion in a variety of educational programs. At the Harvard Business School, these include short programs for executives as well as the two-year program leading to the degree of Master of Business Administration (MBA). The cases offer students experience in dealing with complex, realistic situations. The emphasis is on decision making. In most courses, the cases are arranged so that a conceptual structure is built up during the course. Cases are often

supplemented with readings and short lectures.

In the MBA program, the student most often has three cases to prepare every day, each for a different course. A case usually is discussed for one class session.

Many cases developed by Harvard Business School are available to other educational institutions through the HBS Publishing Division.

How Are Cases Developed?

Each faculty member responsible for a course typically has a group of issues or situations for which cases are needed. Cases are often developed in response to these explicit needs. At other times, organizations suggest particularly interesting situations to faculty members.

Who Writes the Cases?

Faculty, research assistants, and—occasionally—students may be involved in casewriting. Research assistants and students work under the close supervision of members of the faculty.

In general, extensive writing, editing, or revising by the host organization does not aid case development. These responsibilities are most satisfactorily performed by people outside of the firm.

Who Pays the Expenses?

Harvard Business School commonly pays the direct expenses of case development. There are exceptions, however, and certain casewriting ventures are underwritten by an association or an individual firm.

What Is Expected of the Host Organization?

A case cannot be used until it is formally approved by the host organization. An initial discussion between the faculty supervisor and the host organization establishes the preliminary scope of the case. This understanding may be confirmed in a written summary or outline. An agreement to continue with the project signifies the organization's willingness to provide information relevant to the situation and important to the decision makers involved in the situation. Such information is crucial to the development of an effective teaching vehicle.

The initial agreement also affirms the organization's general willingness to approve Harvard's use of a case of the nature and scope discussed. If there is real doubt about the likelihood of approval, it is usually better to call a halt to the venture rather than to risk the development of an unapproved case and the consequent loss of substantial time and money.

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Ensheng Dong



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Sales Management Thomas N. Ingram, Raymond W. LaForge, Ramon A. Avila, Charles H. Schwepker Jr, Michael R. Williams, 2024-01-22 This 11th edition of Sales Management continues the tradition of blending the most recent sales management research with the real life best practices of leading sales organizations and sales professionals Reflecting today's emphasis on analytics and customer experience CX this edition focuses on the importance of employing different data based selling strategies for different customer groups as well as integrating corporate business marketing and sales level strategies and plans Sales Management includes coverage of the current trends and issues in sales management along with real world examples from the contemporary business world that are used throughout the text to illuminate chapter discussions The new 11th edition includes Emphasis on data driven decision making ethics the use of artificial intelligence the customer experience leadership sales enablement technology and new communication technologies Updated end of chapter cases with application questions along with skill building experiential exercises with discovery investigations and focused role plays which place students in the role of sales manager Updated ethical dilemmas for students to practice ethical decision making Revised Sales Management in Action boxes Multiple vignettes embedded in each chapter featuring sales management professionals and well known companies discussing key topics from that chapter This text is core reading for postgraduate MBA and executive education students studying sales management An updated online instructor's manual with solutions to cases and exercises a revised test bank and updated PowerPoints is available to adopters

Sales Force Management Gregory Rich, Rhett Epler, 2024-09-25 Formerly published by Chicago Business Press now published by Sage Sales Force Management is a comprehensive guide to leading sales teams in today's dynamic business landscape offering practical insights strategies and tools to navigate the challenges of modern sales management effectively The Second Edition also delves into how technology such as artificial intelligence is reshaping sales force operations in the post pandemic era

Glass Half-Broken Colleen Ammerman, Boris Groysberg, 2021-04-13 Why the gender gap persists and how we can close it For years women have made up the majority of college educated workers in the United States In 2019 the gap between the percentage of women and the percentage of men in the workforce was the smallest on record But despite these statistics women remain underrepresented in positions of power and status with the highest paying jobs the most gender imbalanced Even in fields where the numbers of men and women are roughly equal or where women actually make up the majority leadership ranks remain male dominated The persistence of these inequalities begs the question Why haven't we made more progress In Glass Half Broken Colleen Ammerman and Boris Groysberg reveal the pervasive organizational obstacles and managerial actions limited opportunities for development lack of role models and sponsors and bias in hiring compensation and promotion that create gender imbalances Bringing to light the key findings from the latest research in psychology sociology organizational behavior and economics Ammerman and Groysberg show that throughout their careers from entry

level to mid level to senior level positions women get pushed out of the leadership pipeline each time for different reasons Presenting organizational and managerial strategies designed to weaken and ultimately break down these barriers Glass Half Broken is the authoritative resource that managers and leaders at all levels can use to finally shatter the glass ceiling

Social Media Success for Every Brand Claire Diaz-Ortiz,2019-10-22 Based on Donald Miller s bestselling book Building a StoryBrand Claire Diaz Ortiz applies the seven principles of the StoryBrand Framework to help you build an effective long lasting social media plan for your brand Most business owners are blindly guessing at their social media strategy and it s costing them time and money This book teaches you how to incorporate the StoryBrand 7 Part Framework into their social media channels to increase engagement and see better results In Social Media Success for Every Brand you will understand exactly what they need to do with their social media to drive growth to their organization through the practical guidance of the five point SHARE model Story How Audience Reach Excellence Social Media Success for Every Brand does not require you to be familiar with Building a StoryBrand but provides enough foundation to prepare you for practical success with their social media content Together with the StoryBrand Framework Claire s SHARE model will help boost customer engagement and grow the organization s brand awareness and revenues [The 5 Disciplines of Inclusive Teams](#) Andrés T. Tapia,Michel Buffet (PhD),2025-03-04 The final guide in the acclaimed inclusivity trilogy introduces an actionable 5 step framework for building truly equitable high performing teams In today s workplace teams are the key organizing principle through which most work gets done This makes teams the prime environment where employees can feel they truly belong are valued and contribute their best However simply having a diverse team does not automatically translate to more innovation and performance True inclusion must be operationalized With decades of experience leading organizations and developing cutting edge research Andr s Tapias and Michel Buffet provide a revolutionary 5 Disciplines model to build authentically inclusive teams that unlock the full potential of diverse perspectives Based on Tapias work at Korn Ferry an international consultancy powerhouse the 5 Disciplines are Connecting Going beyond surface levels to deeply understand team members Caring Actively supporting teammates professional and personal needs Storytelling Sharing powerful narratives that transform mindsets Executing Implementing inclusive practices to get work done equitably Innovating Harnessing diverse ideas to create new value and win the future By mastering these 5 Disciplines teams create an environment of true belonging and psychological safety Members feel empowered to take risks have candid discussions and collectively arrive at bold innovations The result is unparalleled creativity engagement and performance that diverse teams promise but seldom fully achieve without intentional inclusivity With insightful guidance real world examples and a tested framework this book provides the essential operating system for building inclusive teams that shape the future **Services Marketing: People, Technology, Strategy (Ninth Edition)** Jochen Wirtz,Christopher Lovelock,2021-10-15 Services Marketing People Technology Strategy is the ninth edition of the globally leading textbook for Services Marketing by Jochen

Wirtz and Christopher Lovelock extensively updated to feature the latest academic research industry trends and technology social media and case examples This book takes on a strong managerial approach presented through a coherent and progressive pedagogical framework rooted in solid academic research It features cases and examples from all over the world and is suitable for students who want to gain a wider managerial view [Big Data, Machine Learning, and Data Mining Explained](#) Chitrali Kaul,2025-02-28 Big Data Machine Learning and Data Mining Explained is an essential guide for understanding the world of big data data mining and machine learning This book is perfect for students professionals and anyone eager to learn about these rapidly evolving technologies and their profound impact on our world We provide comprehensive explanations of big data data mining and machine learning making complex algorithms and models easy to understand This book covers all key terms and processes offering insights into how these technologies are transforming industries and markets You ll also gain a glimpse into the future and understand the career opportunities in these fields We delve into how big data is revolutionizing business practices enhancing growth and improving customer reach Data mining techniques are explained in detail showcasing how they help in decision making and predicting trends Furthermore we explore machine learning a branch of artificial intelligence highlighting its role in processing data through advanced models and algorithms Designed to be accessible and informative Big Data Machine Learning and Data Mining Explained will help you navigate and thrive in this world of emerging technologies *The Friction Project* Robert I. Sutton,Huggy Rao,2024-01-30 The definitive guide to eliminating the forces that make it harder more complicated or downright impossible to get things done in organizations Find out why Adam Grant says If every leader took the ideas in this book seriously the world would be a less miserable more productive place Every organization is plagued by destructive friction Yet some forms of friction are incredibly useful and leaders who attempt to improve workplace efficiency often make things even worse Drawing from seven years of hands on research *The Friction Project* by bestselling authors Robert I Sutton and Huggy Rao teaches readers how to become friction fixers Sutton and Rao kick off the book by unpacking how skilled friction fixers think and act like trustees of others time They provide friction forensics to help readers identify where to avert and repair bad organizational friction and where to maintain and inject good friction Then their help pyramid shows how friction fixers do their work from reframing friction troubles they can t fix right now so they feel less threatening to designing and repairing organizations The heart of the book digs into the causes and solutions for five of the most common and damaging friction troubles oblivious leaders addition sickness broken connections jargon monoxide and fast and frenzied people and teams Sound familiar Sutton and Rao are here to help They wrap things up with lessons for leading your own friction project including linking little things to big things the power of civility caring and love for propelling designs and repairs and embracing the mess that is an inevitable part of the process while still trying to clean it up *Sales Essentials: The Tools You Need at Every Stage to Close More Deals and Crush Your Quota* Rana Salman,2023-06-20 Must know concepts and

smart strategies for every step of a sale from the new Business Essentials Series for busy professionals The focus of sales always seems to be on the ultimate goal of closing deals which makes it easy to overlook the crucial steps that come before during and after the sale But the reality is knowing the right things to do in all steps of the process is what sets us up for success Whether you re just starting out or are looking to improve your sales skills this book from industry expert Rana Salman is a start to finish guide that will quickly lead you toward quota crushing performance Everything you need to know is here in three easy to digest parts PART I THE ESSENTIALS explores the foundation for the sales experience provides insights into common challenges sellers encounter describes the characteristics needed to excel in sales and more PART II THE ESSENTIALS APPLIED gives you targeted tools designed to help you close deals and expand accounts including tips on prospecting preparing and conducting discovery meetings getting the most out of follow up meetings effectively onboarding new clients and more PART III BEYOND THE ESSENTIALS offers even more hands on advice about the human side of sales from dealing with rejection and self doubt to learning about specific tactics to help protect your mental health and more Packed with practical advice useful tools assessments and a toolkit Sales Essentials is the comprehensive resource you need to immediately boost your skills and increase your confidence on the way to career changing sales success **HBS Alumni Bulletin** ,2009 *Harvard Business Review* ,2004 *The Role of Culture in Social Media Marketing. A Systematic Literature Review* Nivedha Mahendran,2019-03-11 Master s Thesis from the year 2018 in the subject Business economics Offline Marketing and Online Marketing grade 1 7 University of Bamberg language English abstract This present master thesis examines the role of culture on Social Media Marketing being a form of modern marketing and a bundle of marketing related activities using social media With the help of a systematic literature review answers are sought to the question as to which extent cultural differences influence the effectiveness of social media marketing The main objective is to adequately present the state of research on the interdisciplinary topic and to identify research gaps The findings from peer reviewed journals ascribe an indispensable value to the cultural component and illuminate the topic from different contemporary relevant perspectives The results indicate that social media marketing is generally covered from a cultural point of view Moreover the insights provide valuable knowledge from both consumers research perspective and from applied social media practices in multicultural settings However the findings also reveal extant research gaps in several directions that need to be addressed in the near future to provide theoretical approaches and scientifically proven evidence on successful utilization of social media marketing in multicultural settings The fact that social media plays an extremely important component in the worldwide dynamic technology development is an irrefutable fact Companies are forced to integrate social media in the most diverse areas in order to be lucrative in the long term to save costs and to survive in competition Typical fields of application include all departments that deal with external corporate communication e g HR for recruiting and talent acquisition PR for professionally maintaining a favorable public image or in the marketing department as revolutionary marketing and sales

platforms According to a new study 69% of marketing employees stated that marketing activities on social media helped to increase important marketing indicators and strengthen customer and brand loyalty Nevertheless social media offer great opportunities but also hold challenges A major challenge is to choose the right medium which depends to a great extent on the target group

All Are Welcome: How to Build a Real Workplace Culture of Inclusion that Delivers Results

Cynthia Owyong,2022-01-25 Seize the competitive edge and increase innovation while doing right by people with a strong culture of diversity equity inclusion and belonging Studies prove that companies with more diversity in their ranks are more innovative expand their markets and perform better financially Why then has so little progress been made especially when it comes to corporate leadership Because most companies have yet to develop and implement effective diversity equity inclusion and belonging DEIB initiatives And the ones that have too often focus mainly on hiring a diversity of staff or rolling out unconscious bias training without improving results DEIB expert Cynthia Owyong has spent more than two decades working in this space She s seen it all and she knows what works and what doesn t In All Are Welcome Owyong explains what DEIB is and why it matters and she delivers the information and insights you need to make DEIB a key element of your company culture You ll learn how to Break old habits that keep DEIB efforts from moving forward Retain talent from underrepresented groups Conduct an audit of the state of DEIB at your company today Engage and excite leaders and managers around DEIB efforts Weave DEIB into all your talent pool management methods Uplevel employee resource groups to effectively support business goals Measure your progress with qualitative and quantitative data Connect your DEIB efforts to driving better business results DEIB begins but doesn t end with hiring When you deeply understand all the nuances of diversity equity inclusiveness and belonging you ll be able to put them all together for a better more productive and happier workplace With All Are Welcome you have everything you need to build a workforce and a company designed to compete in the twenty first century while doing your part to make the world a better place to live and work

Value-Added Selling, Fourth Edition: How to Sell More Profitably, Confidently, and Professionally by Competing on Value—Not Price

Tom Reilly,Paul Reilly,2018-07-27 The global go to guide that started the Value Selling Revolution now updated for today s market Value is about more than just price Good salespeople understand that and know what differentiates their products from that of competitors In the first edition of Value Added Selling industry guru Tom Reilly tackled the most common problem that salespeople faced overcoming customer concerns about pricing That book went on to become the global go to guide for value added selling Since then the industry and the world has changed dramatically Developments in technology including price comparison apps and search engines now provide consumers with more information than ever making it much harder to value and sell your product Additionally millennials who now comprise the largest population in the workforce prefer to do things differently than prior generations This updated fourth edition of Reilly s classic guide examines the latest trends and technology that have impacted the market and provides expert advice on leveraging current technology

to increase sales Value Added Selling 4th Edition offers proven strategies and tactics to help you not only close more sales but improve repeat business without compromising on price You ll learn how to anticipate the needs wants and concerns of buyers from the very beginning of the sales process The book shows how to compete more profitably by selling value not price

Connectable: How Leaders Can Move Teams From Isolated to All In Ryan Jenkins, Steven Van Cohen, 2022-03-01 WALL STREET JOURNAL BESTSELLER FINANCIAL TIMES BOOK OF THE MONTH Connect your workforce improve engagement and drive productivity to undreamed of levels Feelings of loneliness among employees are on the rise with 72% of global workers suffering from it This sense of isolation is contributing to a real and growing mental health problem that affects both individuals and organizations In Connectable you ll learn how tackling the issue of worker loneliness head on can transform an isolated workforce into one that s happier more engaged and more productive With more than a decade of experience spent helping companies lessen worker loneliness Ryan Jenkins and Steven Van Cohen distill their methodology showing you what s causing today s loneliness the role inclusion plays in solving it and how you can decrease loneliness and increase belonging engagement and performance with employees at every level including yourself You ll learn how to Identify lonely or burned out employees Build psychological safety within a team Create environments of belonging and inclusion Cultivate meaningful connections across team members in person or remote Build committed driven and high performing organizations using the authors proprietary 4 step Less Loneliness Framework™ Jenkins and Van Cohen provide the perfect balance of science statistics stories and strategies to help you move everyone on your team from isolated to all in Discover what ATMs cocaine Red Sox fans and time travel have to do with moving teams from disconnected to connected Connectable delivers the information insights and actionable strategies needed to awaken a renewed sense of connection throughout your organization

Growth in the Age of Complexity: Steering Your Company to Innovation, Productivity, and Profits in the New Era of Competition Andrei Perumal, Stephen A. Wilson, 2017-12-01 A new lens on growth and a critical set of strategies for navigating a complex world Growth is rarely in a straight line It is tempting to think otherwise particularly when looking in the rear view mirror but anyone faced with plotting the coordinates for a company s growth knows the fallacy of this notion As much as we like to think of corporate leaders executing sure fire growth strategies the truth is far messier it s more an act of exploration and discovery than a step by step process In Growth in the Age of Complexity the authors describe in detail how complexity has impacted businesses and the markets in which they compete and the strategies mindsets and skillsets required to grow profitably New strategies are required to navigate the Sirens of Growth the growth plans borne of Industrial Age mindsets that too frequently lead to complexity vs scale In addition companies need to develop an Explorer s Mindset and a Navigator s Skillset to sustain performance You ll discover how to Assess where you re truly making money Reignite your core products and services to drive growth Incorporate experimentation as a key way to discover new opportunities Create an operating model for scale location and replication

Identify new markets where you are positioned to win Understand the fundamentals for executing in a distributed organization This book is an invaluable tool for achieving growth and maintaining a competitive advantage in virtually any business

Impressive First Impressions Vu H. Pham, Lisa Miyake, 2010-04-09 Geared towards all professional job seekers Impressive First Impressions shows how to make your first impressions memorable in all contexts of daily business life from job interviews and client meetings to working in teams and persuading others of your ideas

2011-03-01 Boris Groysberg Heidrick Struggles Rosabeth Moss Kanter 2012 2013 70 90 Clayton M Christensen

California Management Review, 2014 *Venture Capital, Private Equity, and the Financing of Entrepreneurship* Josh Lerner, Ann Leamon, 2023-04-27 In the newly revised second edition of *Venture Capital Private Equity and the Financing of Entrepreneurship* a dedicated team of researchers and professionals delivers an authoritative and comprehensive account of the world of active investing This important work demonstrates how venture capitalists and private equity investors do business and create value for entrepreneurs shareholders and other stakeholders The authors drawing on decades of combined experience studying and participating in the private equity markets discuss the players dynamics and the incentives that drive the industry They also describe various possibilities for the future development of private equity This latest edition is perfect for advanced undergraduate students of finance and business as well as MBA students seeking an insightful and accessible textbook describing the private equity markets

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