



Harvard Business Review Case Study

Topic: Business | Words: 581 | Pages: 2

Modern organizations are facing a great management succession crisis. This is an issue affecting small, medium, and large firms. This case was published some decades ago but the management problems that existed are still fresh in today's companies. After the chief executive of a renowned company in Wickersham died, there was a great problem in choosing the next president to head the firm. It was a family-owned business and so, four family members come up to vie for the vacant position. Each one of them presents different ideologies as to why they are best fit for replacing the mill's leader. Notably, every stakeholder is affected by the death of the company's leader. This is evident from the personal views of the four competitors. Charles's ideology was organizationally based, Alfred focused on the production end, David was on the part of the investor and lastly, Benjamin considered a consumer as the focus area for the business. After the elections, Alfred garnered twenty percent, David ten percent, Charles twenty-two percent, and Benjamin fourth eight percent.

The same voting was conducted after some time and the results showed that Benjamin's ideology of management was gaining popularity because she now got fifty-seven percent. This is a clear indication that service to the consumer comes first for the positive impacts of any business. The case was an event of the early years where a business goal was to focus on the production and later sell to as many customers. It is a moment where a production ideology would have been ruled by great margins. Alfred's idea of manufacturing focused more on the business part where the mills would increase production volumes were he made president.

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