

Fall 2018 Symposium on assessment

Pierre Forest
Total Compensation and Rewards
McGill School of Continuing Education

3 Commitments to students

Develop a Senior Manager Mindset



- Instruct students in the art of presenting ideas to Executives
- Understand specific expectations of upper management
- Experience executive behavior

Recognize introverts vs extroverts

If you are an extrovert

Debate during compensation simulation

Active interaction during case debriefs

If you are an introvert

Articles, burning topics, request to debate,

Reflections

Develop your business acumen



- The ability to link long-range visions and concepts to daily work.
- Moving from understanding specific business areas and acting on it to understanding business fundamentals and strategies to a sophisticated awareness of the impact of the environment on strategies and how external factors affect choices.

Asking for a raise (graded team exercise)



Objective

Preparing to ask for a raise or preparing as a manager to receive the request allows for reflection on the value an employee brings to the job and company as well as developing managerial interaction skills. This skill will help you throughout your career.

The exercise (3 minutes per spokesperson)

- During class each team will be assigned the role of either the 'employee asking for a raise', or, the 'manager receiving the request for a raise'. The teacher will determine each team's role at random.
- Each team needs to prepare for both employee role and manager role.
- Each team must have designated a spokesperson in advance before class. The spokesperson may be different for each role.

Grading

Class votes for best delivery and wins a prize (a Lotto Ticket)

Each presenter is evaluated based on grading mindset and grade is given to all team members.

Full Compensation determination with a twist

(graded team exercise)

The Simulation

- Management meeting were each team presents compensation recommendations for their employees (3). Students are managers with business cards
- There is a fixed budget. Teams negotiate for a piece of the budget

My role

- I am the President of the company.
- I interact in the debate with a CEO attitude and ensure the business culture and imperatives are reflected in the debate. I sometimes become upset.
- I have a McGill cap. When I put on the cap I am addressing the class as a teacher.

The twist

- 90 minutes into the simulation someone knocks at the door
- I introduce an investment broker
- He informs the class that this is now a hostile takeover
- Students now have 20 minutes to recommend which employees to keep and which to terminate (no forewarning)