

Welcome to the PacifiCorp Design & Development Competition!

Be sure to attend the upcoming competition Webinar (date TBA) for more information and to ask any questions you have regarding this year's problem statement and the competition in general. Good luck to all!

PacifiCorp 2012 Problem Statement

HighTech Inc. is a large organization with offices distributed in large cities across the United States. The majority of the employees belong to the union and are closely tied to union support. You have been with the company for 17 years and currently serve as the head of the training unit. You have four immediate reports in your office. While much of the training and professional development is distance delivered, you also oversee a distributed training staff.

On Friday afternoon your supervisor calls you into the office and informs you that the union has given the company a 90-day notice that its members are going on strike. You are given the task of developing the training program for the replacement workers. There are at least 5 different job classifications being affected by the strike. In preparation for the strike the replacement workers must be trained before the strike begins. They have requested that all the training take place during the same allocated week. While you have been told you have no budget limitations, your efforts to keep costs down will be recognized.

What do you do?

First Phase of the Competition

The executives desire a team that will create the training outlined above. This group would like your team to put together a document outlining your approach to creating the training they seek. The document should be detailed enough to give the group a sense of what you intend to do, but it should not be the final product in all its detail. It should be a discussion document for helping them decide whether to go forward with your team or not. The creation of this document is your first task. This document must be submitted by April 15, 2011. A client representative will be available after January to answer your questions about the context/circumstances of the problem. Up to six proposals from Phase One will be selected to proceed to Phase Two.

Second Phase of the Competition

Once there is agreement that your proposal represents a viable solution for the organization, you will work with an independent learning consultant who will be assigned to you (a mentor) on what will become the final plan. What you create will be a detailed description of the process you propose and the means by which you will deliver it. As much as possible, justifications for the decisions that went into your proposal will need to be provided. The creation of the process and training is your second

task. These documents are due on August 15, 2012. The top three proposals from Phase Two will enter the third and final phase.

Third Phase of the Competition

You've been part of the team that has put together all of the materials about how the organization can successfully implement the three types of training they desire. Your liaison has now asked you to make a half-hour presentation to explain and distribute these materials to the executives. Present your case for your solution.