



Colorado ACE Student Leadership Conference Competitive Event

Employment Dynamics: You're the Boss

Description: Students showcase their problem-solving skills by resolving a management scenario involving a problem among employees of a small business.

Type of Event: Individual or Team

The scenario will be available on the ACE website (www.coloradostateplan.com/ACE) by March 1, 2012.

Rules:

1. Presentation cannot be longer than five minutes.
2. Presentation must be a speech given to a panel of judges..
3. Presentation must include:
 - a. Ramifications of doing nothing
 - b. Long-term impact in terms of
 - i. productivity
 - ii. employee morale
 - iii. future hiring/retention
 - iv. overall long-term business success
 - c. Development of three possible solutions and their potential results
 - i. solutions must be realistic and implementable
 - ii. long-term impact of each solution must be explained in terms of:
 1. productivity
 2. employee morale
 3. future hiring/retention
 - d. Clear explanation of why one of three solutions developed is most ideal solution
4. Presenters must exhibit professionalism in the areas of:
 - a. Overall Quality
 - i. preparedness
 - ii. confidence
 - iii. use of time
 - iv. logical sequence
 - b. Attitude/Appearance and Teamwork
 - i. positive attitude
 - ii. enthusiasm
 - iii. appropriate dress
 - iv. eye contact with audience
 - v. appropriate/non-distracting gestures/body language
 - vi. evidence of equal participation of all members
 - vii. identification of areas of individual responsibility
5. Presentation may include visuals to add clarity, however, the quality of those visuals is not part of the overall evaluation.

TECHNOLOGY NOTES:

- Presentations must be PC-compatible and brought to the competition on a thumb drive.
- Projector and laptop are available for student use. (Students may bring own laptop to connect to the projector.)

Refer to rubric for details of evaluation criteria.

RUBRIC FOR GRADING PRESENTATIONS

Employment Dynamics: You're the Boss

NAME:		SCHOOL:			
	EXCELLENT 8-10 Points	ABOVE AVERAGE 5-7 Points	AVERAGE 2-4 Points	NEEDS IMPROVEMENT 0-1 Points	Points Assigned by Judge
Ramifications of Doing Nothing	identifies long-term results of doing nothing, clearly addressing: <ul style="list-style-type: none"> • productivity • employee morale • future hiring/retention • long-term success 	1 or 2 areas of impact left out or inadequately completed	3 areas of impact left out or inadequately completed	does not show proficiency in identifying implications of leaving a problem unsolved.	
Identification of Potential Solutions	-all 3 solutions are realistic and reasonably implementable -identifies long-term impact for all 3 solutions, clearly addressing: <ul style="list-style-type: none"> • productivity • employee morale • future hiring/retention • long-term success 	completed all parts but only for 2 solutions OR offered 3 solutions but 1 or 2 areas of impact left out or completed inadequately	completed all parts but only for 1 solution OR offered 3 solutions but 3 areas of impact left out or completed inadequately	does not demonstrate proficiency in identifying possible solutions	
Selection and Defense of Ideal Solution	-clearly explains why one solution was chosen -clearly outlines all reasons for this choice	-solution selected -reasons for choice muddled or inadequate	no clear choice of best solution	unable to select best solution from among choices	
Professionalism: Overall Quality	-well-prepared -exhibits confidence -time used constructively -presented in logical sequence	-1 or 2 elements missing or poorly demonstrated	-3 elements missing or poorly demonstrated	-does not demonstrate professional-level quality of work	
Professionalism: Attitude, Appearance, and Teamwork (if applicable)	-positive attitude -expresses enthusiasm -dressed for business -addresses audience directly -makes eye contact with audience -appropriate/non-distracting gestures and body language -evidence of equal input/effort from all participants -individual work clearly noted	-demonstrates 5 of 6 required attributes -evidence of nearly equal input/effort from all participants -individual work not clearly delineated	-demonstrates 3 or 4 of 6 required attributes -evidence of unequal participant input/effort -unclear who did what	-does not demonstrate professionalism in attitude or appearance -no evidence of teamwork -unable to determine who did what	
TOTAL POINTS AWARDED					
Judge's Signature:					

Point Equivalents: 50-40 gold, 39-31 silver, 30-21 bronze, 20-1 ribbon