

**University of North Carolina Charlotte
MGMT 3280-003 – Strategic Management
Spring 2019**

Professor: Dr. Justin Webb

Time: MW 11:30a-12:45p

Classroom: Friday 141

Office: 209A Friday

Office Hours: Please contact me in advance to schedule an appointment. I will be available before and after class.

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Email: Justin.w.webb@uncc.edu

Required Text: Hitt, Ireland, & Hoskisson, Strategic Management: Competitiveness and Globalization: Concepts and Cases (12th Edition)

Recommended Daily Readings: *Business Week, Fortune, The Wall Street Journal, or Forbes*

Course Objectives:

“Strategic Management is the art of making decisions that create the future.”

MGMT 3280 is designed to help you acquire basic strategic management concepts as well as to expose you to state-of-the-art strategic management research. This course will help you broaden your perspective so that you consider business functions from the perspective of the overall organization. Emphasis is on an integrated approach. You will be required to analyze and integrate across functional areas of management (i.e., accounting, finance, marketing, MIS, international business, operations management, etc.) in order to analyze problems, develop plans and propose recommendations on a top management perspective.

Some fields present well-defined problems with “right” and “wrong” answers. This is not true of strategic management, particularly not in the global context. Strategic decision makers generally deal with complex situations characterized by considerable uncertainty. The “problem” or “opportunity” is rarely obvious. Many interrelated problems and opportunities are usually involved. This course will help you develop skills and knowledge for dealing with such situations and assist you in identifying and evaluating alternative courses of action in a global business environment. To be clear, there are wrong answers, but the primary learning objective in this class will be learning the right way to analyze firms’ environments, strategies, and actions to arrive at more effective recommendations for how they should act going forward.

In particular, this course will enable you to perform an integrative analysis of the administrative processes of the various functional areas of an enterprise. This includes the

formulation and implementation of goals and objectives, as well as the selection of strategies under conditions of uncertainty as they relate to planning, organizing, directing, controlling, and evaluating policies and activities within each of the functional areas separately and jointly to achieve corporate objectives. Developing such a comprehensive business perspective is an integral part of the course.

This class is a seminar course. In general, a class will consist of three key components:

1. Review and discussion of the basic/theoretical issues related to the day's topic.
2. An in-depth discussion of the case and/or readings.
3. Application of the key ideas to other companies/situations.

A general schedule of the topics to be covered in each class is provided in the course outline.

III. Course Information Guidelines

1. **Statement on Diversity.** The Belk College of Business strives to create an inclusive academic climate in which the dignity of all individuals is respected and maintained. Therefore, we celebrate diversity that includes, but is not limited to ability/disability, age, culture, ethnicity, gender, language, race, religion, sexual orientation, and socio-economic status.
2. **Documented Disability.** Any student who feels s/he may need an accommodation based on the impact of a documented disability should contact me privately to discuss your specific needs.
3. **Severe Weather.** Students will be responsible for any academic work which they miss due to absences caused by severe weather conditions. It is the individual student's responsibility to take the initiative to make up any missed class work.
4. **Classroom expectations.** This syllabus contains the policies and expectations I have established for this section of MGMT 3280. Please read the entire syllabus carefully before continuing in this course. These policies and expectations are intended to create a productive learning atmosphere for all students. Students who fail to abide by these policies and expectations, risk losing the opportunity to participate further in the course.
5. **Orderly and productive classroom conduct.** I will conduct this class in an atmosphere of mutual respect. I encourage your active participation in class discussions. Each of us may have strongly differing opinions on the various topics of class discussions. The orderly questioning of the ideas of others, including mine, is welcome. However, I will exercise my responsibility to manage the discussions so that ideas and argument can proceed in an orderly fashion.
6. **Group Evaluation and Dismissal.** Every group member will have to rank the participation of the other group members. Unless the participation deviates significantly between group members, every member in the group will receive the same grade. If group members unanimously agree on a lower grade for an individual, I will drop the grade by at least two letter grades. If the group unanimously agrees to "fire" an individual for lack of participation, the individual will receive an F with no opportunity to make up the work in an individual or other group project. Teams are to submit a short statement describing work

- assignments and conditions of dismissal proposed for any non-cooperative team member.
7. **Academic integrity.** Cheating and disruptive behavior have significant consequences. All students are required to read and abide by the [Code of Student Academic Integrity](#) which governs student behavior relating to academic work. Violations of the Code of Student Academic Integrity, including plagiarism, will result in disciplinary action as provided in the Code. Definitions and examples of plagiarism are set forth in the Code. The Code is available from the Dean of Students Office or online at: <http://www.legal.uncc.edu/policies/ps-105.html>. All UNC Charlotte students are expected to be familiar with the Code and to conduct themselves in accord with these requirements. To clarify, any academic dishonesty can result in a grade of F for the course. Academic dishonesty also pertains to violating the “rules” of this syllabus. Anyone violating this policy will receive an F for the course.
 8. **Materials.** All materials submitted as part of course requirements become the property of the instructor. Students desiring to retain copies of their work should make such copies before turning in their materials.
 9. **Faculty absence or tardiness.** If I am late in arriving to class, you must wait a full 15 minutes after the start of class before you may leave without being counted absent.
 10. **Communication devices in classroom.** The use of cell phones, beepers, or other communication devices is disruptive, and is therefore prohibited during class. Except in emergencies, those using such devices must leave the classroom for the remainder of the class period.
 11. **Computers in the classroom.** Students are permitted to use computers during class for note-taking and other class-related work only. Those using computers during class for work not related to that class must leave the classroom for the remainder of the class period and will be counted as absent for the class.

Grades:

The final grades will be based on the following breakdown:

A:	100-89.5%
B:	89-79.5%
C:	79-69.5%
D:	69-59.5%
F:	59- and below

Class Contribution:

An important part of effective mastery of this subject is active involvement in class discussion of the assigned cases and readings. Additionally, your insight during class discussions aids others in the learning process. Demonstration of insight and understanding are strongly rewarded. Remember, you should always have sound reasoning behind your judgments and conclusions. Your grade in class participation will

be based on the quantity and quality of your participation. Please note that contributions are *not* equivalent to attending class. Class contributions account for 50% of your grade, so you should plan to contribute to class discussions on a consistent basis and with quality insights. Full attendance without contributing to class discussion outside of other required presentations will be a ZERO. To get full credit on class participation, you should seek to contribute on a regular basis throughout the entire semester by asking meaningful questions, moving the conversation forward in meaningful and professional ways during class discussions, and bringing current topics to class to discuss on relevant topics. Simply repeating a point made by other individuals in the class does not represent meaningful contribution and can actually reduce your grade if done on a regular basis.

Attendance:

All students are encouraged to attend all classes, in order to achieve high grades in class participation. Prompt arrival to each session will be appreciated. Three missed classes is allowed. *Every fourth class missed will result in 10 points being deducted from your final grade.*

Syllabus-Related Questions:

After the first week of class, if a student asks a question for which the answer is on the syllabus already, then 2 points will be deducted from the student's final grade for each occurrence.

Group Formation and Assignments:

Group Formation

Students are required to form groups of likely 6 or 7 people for the group projects and other ad-hoc group assignments (group size will depend on the class size). **Every group member will have to rank the participation of the other group members. Unless the participation deviates significantly between group members, every member in the group will receive the same grade. If group members unanimously agree on a lower grade for an individual, I will drop the grade by at least two letter grades.**

Group composition will remain stable during the entire semester. **If the group unanimously agrees to “fire” an individual for lack of participation, the individual will receive a 0 for any remaining group assignments with no opportunity to make up the work in an individual or other group project.** Teams are to submit a short statement describing work assignments and conditions of dismissal proposed for any non-cooperative team member by January 31.

Case Study Leadership:

On no less than 8 class days case studies will be discussed. Note, the groups are not supposed to present the solution, but to guide the class to the solution, doing so, however

implies that you know an effective solution! Depending on eventual class enrollment, some changes to the case schedule might be required.

In addition to the case study discussion leadership, each group is to deliver a 5-6 page strategic analysis of the case (double spaced, 12 pt Times New Roman font, 1" margins). Cases will NOT be graded beyond p. 6. The discussion leadership and deliverable will each account for half of your overall score on this assignment.

If you have read the syllabus to this point, please email me a picture of a dinosaur.

Project – Research Report and Presentations

One of the limitations of the case method of instruction is that the case writers already do much of the data collection that is an important part of strategic analysis. To help students have a more realistic experience about how strategic analyses are really done, student groups are required to isolate a strategic or competitive problem facing a real organization, gather information about this problem and develop a solution for this strategic situation. Your assignment is to perform a strategic audit, and essentially develop a course of action for the identified problem. This group project includes a 2 page, double spaced 12 Times New Roman font, written report and a PowerPoint presentation outlining the problem to the class and presenting your solution to the problem (30 minute presentation). As a group, you will: select an industry and one publicly-traded company within that industry, collect information and data on the chosen industry/firm (through methods such as use of the internet, business journals, and/or the library data base).

Your PowerPoint presentation (electronic copy and hard-copy need to be made available to the instructor prior the presentations) should include:

- 1) History of the company, its management team, mission/vision of the firm, and the company's business model (very brief).
- 2) External environment analysis (general, industry, and competitor)
- 3) Internal environment analysis (strengths and weaknesses).
- 4) Business and corporate level strategies employed by the chosen firm.
- 5) International strategies used by the chosen firm (if applicable).
- 6) Cooperative strategies used (if applicable).
- 7) M&A strategies used (if applicable).
- 8) Identify important management issues that appear critically relevant within the industry or to the firm's managers.
- 9) Conclude your analysis and recommendations for the firm's best course of strategic action going forward.

The industry and firm need to be identified and reported to me by week 3 (01/31/2019) of class. Do not select companies that are included within the cases used for this course or any other course. Industry and company choices will be allowed on a first come, first served basis. However, I do encourage groups (2 or more) to select firms from the same industry or firms that are suppliers/buyers in a single industry.

Grading of case discussion and the group assignment: A simplified grading scheme will be used as follows:

Assessment	Quality of Work
A	Not only complete comprehension, but also in some cases understanding beyond questions posed in case analysis.
A-	Solid understanding of questions and did not miss any issues.
B+	Solid understanding of questions but missed a few minor issues.
B	Solid understanding of questions but missed a number of minor issues or at least one major issue.
B-	Some understanding of questions but missed a number of minor issues and a few major issues.
Poor (C to F)	Little understanding of questions and missed a number of minor issues and a number of major issues.

Grade Compositions:

Class Participation	50%
Case Study Leadership	15%
Final Case Study Presentation	35%
Total:	100%

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Schedule

Please note that this schedule may change due to adverse weather or other unanticipated events, and specific topic assignments may change due to class progress.

Class	Date	Assignment Due
1	01/10	Course Introduction
2	01/15	Chapter 1 – Strategic Management and Strategic Competitiveness
3	01/17	Chapter 2 – External Environment Analysis
4	01/22	Chapter 3 – Internal Environment Analysis
5	01/24	Out of town
6	01/29	Chapter 4 – Business-Level Strategy
7	01/31	Case Example: Whole Foods (will be posted on Canvas)
8	02/05	Chapter 5 – Competitive Rivalry and Competitive Dynamics
9	02/07	Chapter 6 – Corporate-Level Strategy
10	02/12	Case
11	02/14	Chapter 7 – Merger and Acquisition Strategies
12	02/19	Case
13	02/21	Chapter 8 – International Strategy
14	02/26	Case
15	02/28	Out of town
16	03/05	Spring Break
17	03/07	Spring Break
18	03/12	Chapter 9 – Cooperative Strategy
19	03/14	Case
20	03/19	Chapter 10 – Corporate Governance
21	03/21	Case
22	03/26	Chapter 11 – Organizational Structure and Controls
23	03/28	Case
24	04/02	Chapter 13 – Strategic Entrepreneurship
25	04/04	Case
26	04/09	Case
27	04/11	Case
28	04/16	Case or Group Presentations
29	04/18	Group Presentations
30	04/23	Group Presentations
31	04/25	Group Presentations
32	04/30	Group Presentations