



# 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. In this event, the student will take on the role of the supervisor in a business. Using the scenarios provided, students will make a presentation detailing how they would approach and solve the problem with their employees.

## Type of Event

This event is meant for an individual or a team. The scenario will be available on [the ACE \(SC\)<sup>2</sup> website](#).

## Guidelines for our **VIRTUAL CONFERENCE**

- **BY APRIL 8, 2022, STUDENTS WILL UPLOAD RECORDED PRESENTATIONS INTO THE DLG CONFERENCE PLATFORM.**
- **Presentation can be uploaded through a URL link.**
- Presentation cannot be longer than five minutes.
- Teachers may not coach students during presentations.
- Presentation should utilize a visual representation. (Visual representation options include, but are not limited to portfolio, display, website, PowerPoint, Youtube, Google Slides. Must be able to convert into online format and share it with judges using a link.)
- Student supervisors should consider addressing the employee(s) in question as well as the entire staff.

### Presentation should address:

1. Long-term ramifications of ignoring the situation
2. Possible disciplinary action
3. Specific guidelines for appropriate workplace behaviors
4. Timelines for improvement
5. Consequences for future infractions
6. All of the above handled professionally

## Evaluation

- Students will be scored using the rubric on the following page. Please review rubric for specific criteria to include in the presentation.
- Teams will receive **one** score for the entire team.
- In every event, students are expected to present themselves in a professional manner.

## Accommodations

- Appropriate and reasonable accommodations will be made to address individual student needs. Requests must be made within the DLG system one month in advance of the conference. At the time of registration and accommodations request, please also contact Marta Osuna ACE CTE Board at: [mosuna316@gmail.com](mailto:mosuna316@gmail.com) to initiate the required board approval process for accommodations.

## Scoring

- **Competitors with the top three scores in this event will receive a gold, silver, or bronze medal.**
- **All students:**
  - Scoring between 100-90 will receive a gold certificate
  - Scoring between 89-80 will receive a silver certificate
  - Scoring between 79-70 will receive a bronze certificate
  - Scoring 69 and below will receive a participation certificate



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## Grading Rubric

What is being evaluated:	EXCELLENT	ABOVE AVERAGE	AVERAGE	LIMITED	Points Given
<b>Ramifications of Doing Nothing</b>	<p><b>20</b></p> <p><b>Identifies long-term results of doing nothing, clearly addressing:</b></p> <ul style="list-style-type: none"> <li>• Overall business success</li> <li>• Employee behavior</li> <li>• Employee effectiveness and efficiency</li> <li>• Customer experience and retention</li> </ul>	<p><b>19-15</b></p> <ul style="list-style-type: none"> <li>• 1 area of impact left out or inadequately completed</li> </ul>	<p><b>14-10</b></p> <ul style="list-style-type: none"> <li>• 2-3 areas of impact left out or inadequately completed</li> </ul>	<p><b>9-0</b></p> <ul style="list-style-type: none"> <li>• Does not show proficiency in identifying implications of not addressing the problem.</li> </ul>	
<b>Plan for Improvement</b>	<p><b>30</b></p> <ul style="list-style-type: none"> <li>• Possible disciplinary action</li> <li>• Specific guidelines for appropriate workplace behaviors</li> <li>• Timelines for improvement</li> <li>• Consequences for future infractions</li> </ul>	<p><b>29-24</b></p> <ul style="list-style-type: none"> <li>• 1 areas of improvement plan left out or inadequately completed</li> </ul>	<p><b>23-19</b></p> <ul style="list-style-type: none"> <li>• 2-3 areas of improvement plan left out or inadequately completed</li> </ul>	<p><b>18-0</b></p> <ul style="list-style-type: none"> <li>• does not demonstrate proficiency in plan for improvement</li> </ul>	
<b>Staff Development Plan for all Other Employees</b>	<p><b>30</b></p> <p><b>Plan for addressing all other employees that includes:</b></p> <ul style="list-style-type: none"> <li>• Specific guidelines for appropriate workplace behaviors</li> <li>• Appropriate responses to co-worker's misconduct</li> <li>• All of the above handled professionally</li> </ul>	<p><b>29-24</b></p> <ul style="list-style-type: none"> <li>• 1 areas of staff development plan left out or inadequately completed</li> </ul>	<p><b>23-19</b></p> <ul style="list-style-type: none"> <li>• 2-3 areas of staff development plan left out or inadequately completed</li> </ul>	<p><b>18-0</b></p> <ul style="list-style-type: none"> <li>• Does not demonstrate proficiency in staff development plan</li> </ul>	
<b>Overall Quality</b>	<p><b>10</b></p> <ul style="list-style-type: none"> <li>• Well-prepared</li> <li>• Exhibits confidence</li> <li>• Time used constructively</li> <li>• Presented in logical sequence</li> </ul>	<p><b>9-8</b></p> <ul style="list-style-type: none"> <li>• 1 or 2 elements missing or poorly demonstrated</li> </ul>	<p><b>7-6</b></p> <ul style="list-style-type: none"> <li>• 3 elements missing or poorly demonstrated</li> </ul>	<p><b>5-0</b></p> <ul style="list-style-type: none"> <li>• Does not demonstrate professional-level quality of work</li> </ul>	
<b>Attitude, Appearance and Teamwork (if applicable)</b>	<p><b>10</b></p> <ul style="list-style-type: none"> <li>• Positive attitude</li> <li>• Expresses enthusiasm</li> <li>• Dressed for business</li> <li>• Makes eye contact with audience</li> <li>• Evidence of equal input/effort from all participants</li> </ul>	<p><b>9-8</b></p> <ul style="list-style-type: none"> <li>• Attitude/enthusiasm above average</li> <li>• Dress/Eye contact above average</li> <li>• Evidence of nearly equal input/effort from all participants</li> </ul>	<p><b>7-6</b></p> <ul style="list-style-type: none"> <li>• Attitude/enthusiasm average</li> <li>• Dress/Eye contact average</li> <li>• Evidence of unequal participant input/effort</li> </ul>	<p><b>5-0</b></p> <ul style="list-style-type: none"> <li>• Does not demonstrate professionalism in attitude or appearance</li> <li>• No evidence of teamwork</li> </ul>	
<b>Final Score:</b>					
<p><b>Judges, please total scores using whole numbers only.</b></p> <p><b>Please write additional comments in the space provided.</b></p>					