

Company Program Executive Team Selection Options

The selection process for Company Program is a very important decision. Achievers will decide their management team and advisors will choose one of the two methods to complete this process:

Option 1: Speeches

Each candidate has a maximum of 1-minute to present why they are the best person for the position. Candidates should consider covering the following:

- Who they are
- Accomplishments to date
- Why they want this position
- What makes them the best candidate for the position

Speeches will be presented in front of the entire company. After all candidates have spoken, there will be a secret ballot vote from all company members. These votes are tallied and results will be announced to the entire company.

Best practice tip: Consider voting as an Advisor in the company. Before this process begins, there must be consensus on whether or not Advisors will vote and if the votes will be weighted. e.g., 1 Advisor vote = 2 Achiever votes

Please vote for the Executive team in the following order:

- President
- VP of Finance
- VP of Marketing
- VP of Sales
- VP of Production
- VP of Human Resources
- VP of Technology

The following executive position is optional and can be used with larger groups:

- VP of Corporate Social Responsibility

Best practice tip: Consider advising students on limiting the number of positions for which they run. Running for multiple positions could cause other participants to question the true intentions of the candidate.

Best practice tip: Optional positions should be determined based on company size and student interest. Please keep in mind that students may take on non-executive leadership roles in their department of interest.

As part of the Executive team roles, President and VP should work with all individuals in their company to assign titles, roles and responsibilities to all stakeholders in the company.

Option 2: Panel Interview

Advisors form a panel in which they interview each candidate from a list of pre-determined questions in front of the entire company. Advisors should limit the questions to no more than two. Achievers listen and evaluate candidates' answers after which they are invited to vote using a secret ballot. The votes are tallied and announced to the company.

Advisors will act as an interview panel and choose one to two of the questions laid out on the following pages to ask **each** candidate. There are different questions that have been tailored for each position. The purpose of multiple questions is to avoid creating an advantage for those later in the interview process having already heard the questions and thus preparing an answer in advance.

This selection process is offered to:

- Aid candidates in providing information that is relevant as to why he/she would be the best candidate for the position
- Allow participants to still have autonomy to make the decision themselves
- Encourage professional behaviour from the participants during the selection process
- Give candidates experience in undergoing an interview process.

After all candidates have been asked their questions, remaining company members are able to vote by secret ballot for the candidate they think will best represent their company for the position. We ask that all candidates running for a position refrain from participating in the voting process for that particular position. After completing the secret ballot vote, advisors will count the votes, and then immediately announce the candidate that had the highest number of votes. Do not inform participants of exact voting numbers. Candidates that were unsuccessful in their first choice may continue to run for alternate positions (the same as previous years).

We appreciate your assistance in this selection process and we will also leave it up to each advising team to decide whether or not you would like to participate in voting for candidates. You must decide this before you begin elections and notify company members as to whether or not you will be voting for team members.