

STRATEGO AERO III - DANA IDRIS

Dana Idris went to talk with Stratego's top AA/EO manager, and with an old, long-term mentor in the top administration. Both of them knew both Dana and Chris. The conclusions of those meetings were:

- Stratego really needs both Sandy and Chris.
- Top management at Stratego genuinely cares about race relations, and Dana will be evaluated in part by the success of the new plant in the Southwest. ("You must show leadership here," "Lots of training programs are available.")
- There is no evidence at all that Stratego products are being sold illegally to any buyer.
- This is not a good time for any negative publicity about the company.

Dana called back, both to Sandy and Chris. Dana in fact had a long conversation with Sandy about options: "Would you in fact rather handle this directly, in person or on paper, with Chris?" Sandy thought quietly. "I now wish I had tried that. Maybe it could have worked, before Chris had that meeting with employees. Perhaps I could have written a note...Chris is such a prickly bastard and never listens...but a note might have worked before. But it's too late now."

Dana had also raised the idea of shuttle diplomacy; Dana could talk first with one and then the other. "I think I would rather be there," Sandy replied. "Besides, Chris never looks at me. You need to see this for yourself."

In the event, Chris also agreed to a three-way meeting. "Sure, come on down. I want to show you what's happening with production. And you and I can help Sandy understand about protecting the image of the company, when employees are complaining."

Dana then confirmed the meeting with Sandy. "Sandy, I want to tell you, I really care about making sure your environment is professional and productive. We are looking at succeeding with diversity in this new century; we should have put racism behind us; I'll do whatever I can to help. Moreover, I'm glad to tell you there is no evidence at all that Stratego products are being smuggled or sold illegally to any buyer. I was relieved to hear this....and I know you are. Oh, also, we need a chance to talk about the image of the company with respect to talking with employees"...

Dana: **Stay with your role; be your character** wherever it leads you; make up realistic facts as you need them if you wish to; however use all the data in the case.