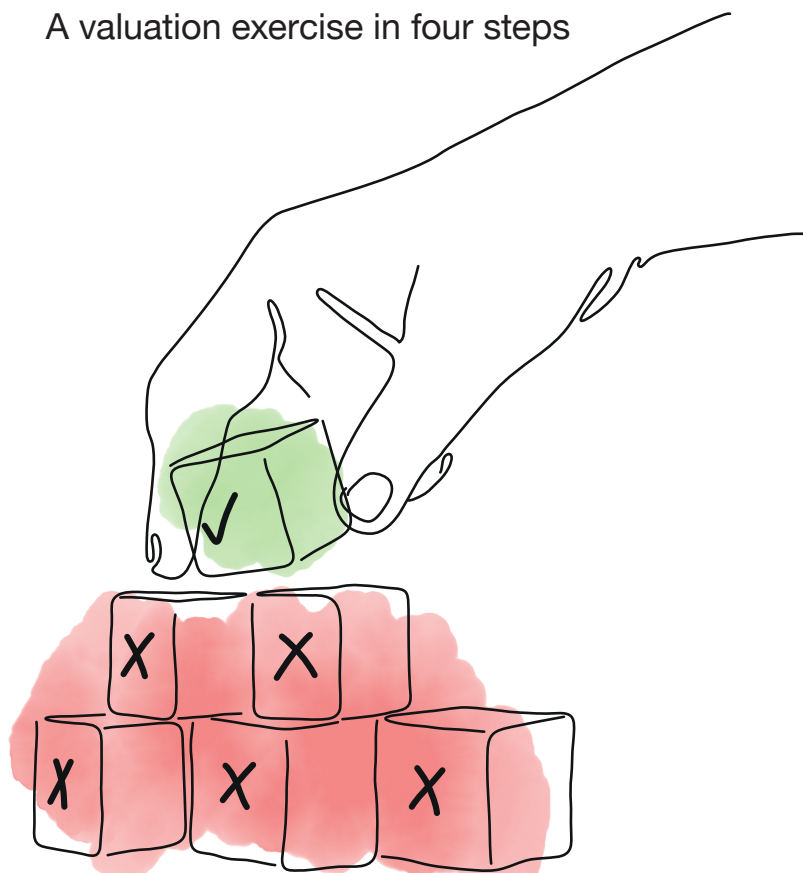


# The project group

A valuation exercise in four steps



# Value exercise - Step 1

## The project group (individual exercise)

**It is your first day work as a project leader** in the Energy cluster XXX. You will meet the manager tomorrow to discuss the first project you will lead, which aims at helping the cluster companies to accelerate digitalization. The project's success will be decisive for the company's (or cluster's) future in several respects. Even though stressful, you are looking forward to it.

**An important matter to discuss**, in the meeting tomorrow with your manager, is about choosing team members and which of the employees are best suitable to be part of this project. Since you are new to the cluster, you are not very familiar with your colleagues and do not have much information about them. You do not know how big the group will be. However, to prepare for the meeting, you want to familiarize yourself with some basic information about the employees and make a preliminary decision about whom you want to have on your team.

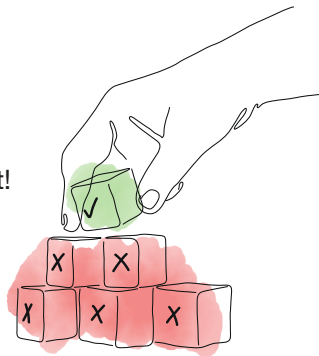
**In the table below**, you find information about your colleagues. Rank the people from 1 to 6 as potential candidates.

**Rank the people from 1 to 6.**

**1** = You want this person the most

**6** = The one you choose as the last resort!

**Make a ranking** even if you think it is difficult!



Description		Ranking
A.	Engineer, 30 years old, female	
B.	Engineer, 27 years old, male, elite athlete raised in Ghana, came to Sweden two years ago	
C.	Engineer, 32 years old, female	
D.	Engineer, 42 years old, male	
E.	Engineer, 55 years old, male	
F.	Engineer, 60 years old, female, alcoholic	

# Value exercise - Step 2

## The project group (individual exercise)

**Before lunch, you get some additional information about people on your list.**

In the face of this new information, you can rank them again! You have not yet talked to anyone about your previous ranking, so it is your chance to change the ranking if you find it necessary.

**Rank the people from 1 to 6.**

**1** = You want this person the most

**6** = The one you choose as the last resort!

**Make a ranking** even if you think it is difficult!



Description		Ranking
A.	Engineer, 30 years old, female, single mother of three children between 3 to 8 years old. She is on parental leave and works for 75%.	
B.	Engineer, 27 years old, male, elite athlete raised in Ghana, came to Sweden two years ago, now banned from professional sport for doping	
C.	Engineer, 32 years old, female, Muslim, Wearing a hijab at all times and would say prayers at noon.	
D.	Engineer, 42 years old, male, active member of the catholic church, recently became a father to his 4th child	
E.	Engineer, 55 years old, male, divorced with one child and living with his new partner who also has one kid.	
F.	Engineer, 60 years old, female, alcoholic but sober for 3 years. Single.	

# Value exercise - Step 3

## The project group (individual exercise)

**An hour before you leave the office,** you get some more information about the people on your list. In light of this new information, you can rank them again! You haven't talked to anyone about your previous ranking yet, so this is your chance to change it if you find it necessary.

**Rank the people from 1 to 6.**

**1** = You want this person the most

**6** = The one you choose as the last resort!

**Make a ranking** even if you think it is difficult!



Description		Ranking
A.	Engineer, 30 years old, woman, single parent to three children between the ages of 3 and 8. She is partly on parental leave and works 75%. She has been a widow for two years.	
B.	Engineer, 25 years old, male elite athlete raised in Ghana, came to Sweden two years ago. Now suspended from professional sports due to doping.	
C.	Engineer, 32 years old, woman, Muslim, always wears a hijab and prays every day at lunchtime. Newly married to her wife and planning to become pregnant.	
D.	Engineer, 42 years old, man, active member of the Catholic Church, recently became a father to his 4th child. He has a neurological disease and is wheelchair-bound.	
E.	Engineer, 55 years old, man, divorced with one child and lives with his new partner who also has a child. He is openly gay and works actively in organizing LGBTQ events.	
F.	Engineer, 60 years old, woman, alcoholic but sober for 2 years. Single. Known for her high capacity at work. She works as a freelance stand-up comedian on weekends.	

# Value exercise - Step 4

## Group - work

### 4.1 Most important values

Sit in groups of 4. Discuss what factors/values a project leader should take into consideration when doing a ranking of employees when assembling project groups in general.

Important factors/values .....

Factors/values that are not relevant .....

### 4.2 Group ranking and reflections

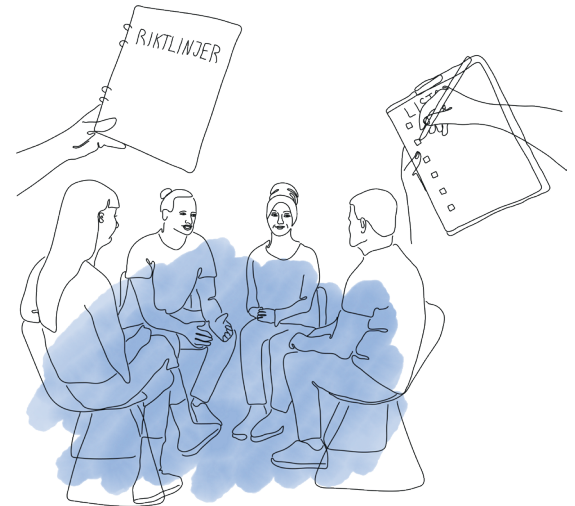
Based on the values you decided upon as a group in the 4.1 exercise, rank the candidates once again.

Does this ranking match your own? Discuss.

#### Rank the people from 1 to 6.

**1** = You want this person the most

**6** = The one you choose as the last resort!



Description		Ranking
A.	Engineer, 30 years old, female, single mother of three children between 3 to 8 years old. She is on parental leave and works for 75%. She is a widow for two years now.	
B.	Engineer, 27 years old, male, elite athlete raised in Ghana, came to Sweden two years ago, now banned from professional sport for doping. He is the son of the current Ghana ambassador in the country.	
C.	Engineer, 32 years old, female, Muslim, Wearing a hijab at all times and would say prayers at noon. Newly married to her wife and planning to get pregnant.	
D.	Engineer, 42 years old, male, active member of the catholic church, recently became a father to his 4th kid. He is a wheelchair user.	
E.	Engineer, 55 years old, male, divorced with one child and living with his new partner who also has one kid. He is an openly gay person and active in organizing LGBTQ events.	
F.	Engineer, 60 years old, female, alcoholic but sober for 3 years. Single. Well-known for her high capacity at work. She works as a freelancing stand-up comedian on the weekends.	