

notes

Carl Deming Part 2

Influential People

Johanna - Cascone - dealt w/ whistle blowers

Bill Dool

Tony Farias - medicine

Pat Williams - Med A

Kurtis Lord - Med B

Bob Lufrano -

George Cassidy - HR

* Carl Deming - Strategy and Planning for all business

Jim Galzo - CFO

* Strategy Document

Dick Thomas - CFO after Jim

Executive Staff Turnover - High Poor choices - unwillingness to adjust to Fletcher's style < Manage a company by looking at American business in general and their ways of working?

Company Internal Talent retention Policy - Major Effect of 90's

- Free market is better than Government Regulation

- Policy is a guideline for actions w/ managerial discretion

* Wrote a paper on Policy

Most satisfying - Development of Corporate Strategy

IF people don't buy into a strategy, it won't be accepted.

Snix Shaw

notes

Demery Dnt 2 5

Product Lines	Traditional	AD&C (MMO-PP&E)	Diversification
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mid 80's to mid 90's
market segment terms

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become brought in George Allen
↓
Geographic Bus Units → Intended to be free standing

Flakely Contribution - Integrity and Honesty

Auth by Accomplishment - Managed core strategy
Brought in Boston Consulting Group

we are in a good position for the state as far as Gov't regulation is concerned