

**To be completed prior to Thursday's class.**

Please read the case below prior to class and jot down responses to each of the questions found at the bottom of the case. We will spend time discussing the case during Thursday's session.

For the last six months, you have been representing your branch as part of a company-wide strategic planning team at the bank. All members of the team have been selected because of their stellar reputations and all are expected to maintain confidentiality throughout the process. During the last three meetings of the group, conversation has focused on the consolidation of the bank's branches in central Virginia.

It now appears likely that your branch will remain open after the consolidation but a nearby branch will almost certainly close. The bank hopes to hold on to a few of the key employees from that branch, but at least a dozen individuals will be without a job after the consolidation. Although the final decision will be made next week, the leaders of the bank have indicated that no announcement will be made to the bank's employees until after Labor Day.

One of your former college classmates, who also plays on the company softball team with you, has been working since 2012 in the branch that is expected to close. In a Zoom call on another topic last week, she asked if you knew any specifics about the possible consolidation. She also mentioned that she and her husband had spent the previous weekend looking for their first house. With mortgage rates so low, they are convinced now is the time to jump into the housing market.

- 1) What type of right vs right dilemma are you facing?
- 2) What are your specific options for responding to your friend?
- 3) How should you respond to your friend?
- 4) How would you respond to your friend?
- 5) What values would guide your choice in this scenario?