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Oct 10, 2014

### Ethics Paper Response

Considering the range of skills that are possessed by my team members, I would say that either someone did a bad job in hiring, or the team members were only ever hobbyists and should not have been hired for a professional job (they have a range of skills that has more people doing the unimportant stuff and the rest of the people have a mix of unrelated skills). However it could be assumed that we were friends before working together, and if the team was created by only hiring your friends, that's a bad, quite unprofessional way to build a dependable team.

More importantly, you are here now with a large problem. My solution to this problem would be to bring the entire team together for a meeting, set aside thoughts of personal issues or work, and point out / make it clear to the team that we have an extremely important deadline in 45 days, and there are two other groups of people who have been working hard and are depending on us. If any of my team members had possible other allegiances, such as Troy, I would inform them that they need to choose between one or the other; either stay working with us, or go work with the other company. We have an extremely important job to do for the next 45 days and if he can't wait to work for the other company until then, it's no use keeping him with us where he will just slow us down. If he chooses to stay, I would team him and Susan up since they know similar skills, and neither of them would really be able to reach their full potential without the others knowledge. Both are reasonably useless on their own but together they could be extremely productive. We don't need both Andy and Shanetta working on graphic design, and graphic design should be done quickly, so I would move that to the side, and I would kindly ask Andy to either focus completely at work while he is here, or leave until his legal issues are over. They don't need to be following him around and stopping our workflow and if he can't control them, leave and come back when they are over. I would give Shanetta some work to keep her reasonably busy but not too much; but then again graphic design isn't very much and marketing experience is a side thing in this case. Overall, I wouldn't give much thought to the fact that our team are friends; we are in a workplace and I was put in charge of them, if they have an issue with me they can tell me or someone else in charge and we can figure it out but they need to realize that I am here to work, we can be friends out of work, and we have a huge project to get done. Any issues now can be put aside and we can rest and relax and fix our issues after we have be awarded \$19 million in funding.