

While you are data-gathering, have a look at the figures. Apply different measures from the standard ones. You probably lack knowledge about which company products are profitable, and you recognize that staff costs are a key factor. So, ask for an analysis of profitability per employee. There will be some grumbling that the new figures involve extra work, but the analysis will reveal how many and what kind of staff your company really needs.

Finally, a key issue for you as a new leader is to establish priorities. If you have done your research well, you will have identified a number of areas for action. Bring your senior team together and tell them about your research findings, both the problems and the suggested solutions.

Together, plot the solutions on a big graph, with one axis relating to the amount of difference the action would make; and the other axis to the ease of implementation. This will prompt useful discussion on the issues and the means of resolving them. In selecting priorities, you might well gain volunteers to tackle some of the tasks.

Agree actions, assign responsibilities and establish dates for completion and progress reviews.

1. How should you structure your first meetings according to the writer?
- A Explain to each member of staff the problems facing his or her department.
 - ☒ B See people individually and ask each one the same questions.
 - C Ask each member of staff to help in setting priorities for action.
 - D Bring everyone into the discussion to get an agreed plan of action.

2. Getting the same answers from different people during your research tells you that
- A the people who are under you clearly do not work well together.
 - B a lot of your department's problems are caused by the people themselves.
 - ☒ C you have identified the most urgent issues needing your attention.
 - D your department is working well despite a number of problems.

3. It is useful to talk to customers about the performance of your department because
- A they are likely to be more honest and open than your own staff.
 - ~~B~~ it makes your customers feel that their opinions are important to you.
 - ~~C~~ it gives you an opportunity to criticize or praise them.
 - ☒ D you can evaluate what they say against what your own staff told you.

4. What might you learn from the kind of financial analysis that the writer recommends?
- ☒ A that you need to employ fewer people, or people with different skills
 - B that you can increase profitability by using different measures
 - C that this kind of financial analysis involves a lot of extra work
 - D that financial data must be combined with other information to give a full picture

5. According to the writer, using a graph as part of the meeting with senior staff is a good way to
- ~~A~~ set deadlines for completing the work and reporting back.
 - ~~B~~ give feedback to your staff on the results of your research.
 - ☒ C get your staff talking about the issues and what to do about them.
 - ~~D~~ show which members of staff should tackle the various problems.

TASK 2

Explain the meaning of the phrase “since it takes the pressure off them” from the text in about 20-50 words.

~~The~~ People who have pressure taken off them are those who are not responsible for important things (events). They don't rely on themselves because they know someone will take responsibility and solve all the problems for them.

ЧАСТЬ 3. ТЕСТИРОВАНИЕ (СОВРЕМЕННЫЙ МЕНЕДЖЕР)

БЛАНК ОТВЕТОВ

ЗАДАНИЕ 1

№	Ответ
1.	4
2.	8
3.	10
4.	9
5.	9
6.	9
7.	8
8.	10
9.	10
10.	9
11.	4
12.	5
13.	3
14.	8
15.	6

ЗАДАНИЕ 2

№	Ответ
1.	27
2.	26
3.	25
4.	25-16
5.	62
6.	23
7.	51
8.	7
9.	8
10.	12
11.	2
12.	13
13.	42
14.	9
15.	13
16.	71
17.	15
18.	18
19.	63
20.	14
21.	24
22.	3
23.	11
24.	7
25.	36
26.	24
27.	18
28.	64
29.	52
30.	49
31.	
32.	4
33.	5
34.	
35.	4

ЗАДАНИЕ 3

Блок №1	
№	Ответ
1.	4
2.	3
3.	0
4.	2
5.	3
6.	3
7.	3
8.	3
9.	3
10.	4

Блок №2	
№	Ответ
1.	2
2.	4
3.	4
4.	4
5.	4
6.	2
7.	2
8.	3
9.	3
10.	3

ЧАСТЬ 4. ДЕЛОВАЯ ИГРА (СОВРЕМЕННЫЙ МЕНЕДЖЕР)

Номер участника: 1420

РБУРТСКИЙ ГОСУДАРСТВЕННЫЙ УНИВЕРСИТЕТ

676080,5ПИСЬМЕННАЯ РАБОТА УЧАСТНИКА
ОЛИМПИАДЫ ШКОЛЬНИКОВ СПбГУ

2019–2020

заключительный этап

Предмет (комплекс предметов) Олимпиады

СОВРЕМЕННЫЙ МЕНЕДЖЕР

Город, в котором проводится Санкт-Петербург

Дата 14.03.2020

ВАРИАНТ 1

ЧАСТЬ 1. АНГЛИЙСКИЙ ЯЗЫК (СОВРЕМЕННЫЙ МЕНЕДЖЕР)

TASK 1

Read the passage below about leadership and choose the correct answer, (A), (B), (C) or (D) for each question (1-5).**First time leader**

Taking on a leadership role for the first time is tough. There is always pressure on you to do the right things, and to be seen to be doing them. But, unless there's something that needs sorting out urgently, your first few months in the role will be better spent in understanding the people and the situation. One easy mistake to make is to think that you, as leader, (the top person with the top salary, have the sole responsibility and the know-how to solve every single problem yourself). And you can be sure that others will encourage you to think that way, since it takes the pressure off them, and it satisfies their natural urge to leave the solving of problems to others. Instead try using existing resources to identify the current position and the ways to change it for the better.

Start by consulting widely, beginning with the people who now report to you direct, as these are most likely to be the people with the expertise and experience to tackle some of the problems that are identified. A series of one-to-one meetings, though time-consuming, will be worthwhile, especially if they are structured to provide you with the information you need to make decisions later on. Two useful questions are: 'What do you see as the biggest problem facing the department now?' and 'What one change would make the most difference to our success?' From their answers you can build up a picture of your people, as well as of the issues. Some will consider the needs of the department as a whole, while others may just concentrate on their own particular concerns. You will also have had personal contact with each person and can judge who you will work well with in the future.

Overlap in their responses is a useful pointer to the priorities needing your attention. If there is no duplication in problems or solutions, it means that you have inherited a disunited group which will need some team-building and restructuring. If no clear picture emerges, it means that your people are part of the problem: you will need to make them aware of this.

At the same time, consult with customers. Be open to criticism and to praise. Compare the views of your department with this external viewpoint and see where the biggest gaps are. This will help to identify areas for action.

ЧАСТЬ 2. МАТЕМАТИКА (СОВРЕМЕННЫЙ МЕНЕДЖЕР)

ЗАДАНИЕ 1

Банк «Стабильность» предлагает клиентам открыть вклад на 3 года с постоянной процентной ставкой $r\%$. В банке «Рост» клиентам открывают вклад на 3 года, процентная ставка увеличивается ежегодно на одну и ту же величину, причем во второй год она равна $r\%$.

Какой банк следует выбрать вкладчику для получения наибольшего дохода, если

- А) для вкладов не предусмотрена капитализация процентов;
Б) для вкладов предусмотрена капитализация процентов.

ЗАДАНИЕ 2

Компания Space Explorer отправляет миссию на планету X-Mars для добычи 5000 X-Diamond и 10000 X-Emerald. Эти драгоценные камни добывают роботы двух разных типов, причем робот первого типа для добычи одного камня X-Diamond тратит 4 планетарных часа, а робот второго типа справляется с добычей одного камня X-Emerald за 1 планетарный час. Компания может доставить на X-Mars всего 120 роботов.

- А) Найдите наименьшую возможную продолжительность миссии (в планетарных часах), если роботы обоих типов приступают к работе одновременно и действуют независимо друг от друга.
Б) Найдите наименьшую возможную продолжительность миссии (в планетарных часах), если роботы второго типа приступают к работе только после полного окончания работ роботов первого типа.
В) Найдите наименьшую возможную продолжительность миссии, если роботы первого типа могут работать только планетарной ночью, а роботы второго типа – только днем. На X-Mars продолжительность дня и ночи одинакова и равна 8 планетарных часов.

Задание 1

А) Простимая сумма накопившаяся в банке к концу 3 года в банке \textcircled{C} (стабильность) и \textcircled{P} (рост).

$$\textcircled{P} - S + Sx + S(x+d) + S(x+2d) \quad \text{где } r - \text{годовая \% банка } \textcircled{C} \text{ гелен. на } 100$$

$$\textcircled{C} - S + 3Sr \quad x - \% \text{ банка } \textcircled{P} \text{ гелен. на } 100$$

$d - \text{годов. \% в Банке P}$

$$\textcircled{P} - S + Sx + Sr + S(x+2r-2x)$$

Узнаем что

$$x+d=r, \Rightarrow d=r-x$$

$$\textcircled{C} - S + 3Sr.$$

Сравним

Тогда перенесем выражение

$$S+3Sr \quad S + Sx + Sr + 2Sr - Sx$$

$$S+3Sr = S+3Sr.$$

Ответ: в случае А вкладчик может выбрать любой банк.

Математика (страница для решений):

Задание 2

А) Работоспособность роботов $\frac{1}{4}$. Распределим их по местам работы согласно: $\frac{1}{5}$ роботов на X-Diamond $t=24$, $\frac{4}{5}$ роботов на X-Emerald $t=96$.

Тогда. Время для добычи необход. материалов см. выше.

Омб: 3762.

TASK 3

Write your answer to the question below in **100-150 words** in an appropriate style. Use your own words as far as possible. Make sure your answer is well-structured, argumentative and logical.

Which piece of advice about first time leadership, given by the author, is the most valuable? Why?

Taking on a leadership role is tough and in order to do well a person should follow some "rules", advice, ~~Estab~~ given ~~Establishing priorities is key to a successful leadership~~ ~~in author's opinion~~. by experienced people in business sphere. While there are many things a leader should tackle, establishing priorities is the most important of all. Setting is not easy and needs research in order to be done but identifying areas of action will only benefit the company. Knowing the problems that the company is facing will help to make crucial changes that soon ~~will~~ lead to a flourishing business. It also becomes easier to discuss and plot ways of solving the problem when the main root of it is found. Strict plan will ~~for~~ help to assign responsibilities among the staff, thus, making the person who is in charge a true leader.

$$\frac{10000}{4 \text{ часа.}}$$

$$\frac{10000}{4 \text{ часа.}}$$

$$\frac{10000}{4 \text{ часа.}}$$

$$\frac{10000}{4 \text{ часа.}}$$

$$I \quad 42.$$

$$II \quad 17 \text{ час.}$$

Заг. 2. Установки

$$A) \quad \frac{5000}{5000} = \frac{1}{64} \text{ часа. т.е. } \frac{1}{4} \text{ к. в. з.}$$

$$120 \div 5 = 24.$$

$$24 \cdot 4$$

$$96. \quad 24.$$

$$\frac{10000}{24} \approx 417 \quad \frac{5000 \cdot 4}{96 \cdot 24} = 209.$$

$$209 \cdot 24 =$$

$$\frac{5016 \cdot 4}{12030} = 167.1209$$

$$\begin{array}{r} 10000 \overline{) 24} \\ - 96 \\ \hline 40 \\ - 24 \\ \hline 160 \\ - 144 \\ \hline 16 \end{array}$$

$$\begin{array}{r} 209 \\ \times 24 \\ \hline 836 \\ 418 \\ \hline 5016 \\ - 5016 \\ \hline 0 \\ - 70 \\ \hline 201 \\ - 180 \\ \hline 216 \\ 210 \\ \hline 6 \end{array}$$