

Description: Romina Interview Reflections IV (Corporate consultant): Problem Solving in Business Date: 2006-05-12 Location: Rutgers University Researcher: Professor Carolyn Maher	Transcriber(s): Steffero, Maria Verifier(s): Yedman, Madeline Date Transcribed: Fall 2010 Page: 1 of 3
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- 1 Romina One thing we do, we have these case competitions. We put all these college kids in a room, we break them up into teams of four and five. And we give them a problem, and they have all day to just sit and break this problem out and we're observing the whole time. So it's groups of five and, kinda like we used to do, they just work on it all day. At the end they have to present their findings so a board of partners. And you know, just one day is probably all you need you can tell how people work in groups and who contributes.
- 2 Charlene Did you say that you sit in the room and watch them?
- 3 Romina Well yeah, we watch them, cause that, I think a lot of people are more concerned with how they're going to come off during the presentation, but they have to understand, I've sat in the team room with three people for seventeen hours. So, I mean during the presentation is a lot different than those seventeen hours that we sat in that room together. So you observe them to make sure everyone's working together, make sure everyone's contributing ideas and pushing each other to you know, pushing their thought so
- 4 Charlene Did you have to do that? So, to get the job there?
- 5 Romina No, I didn't. They didn't come to my school, so I didn't. But I did get case interviews. Yeah, so I had to sit there. It was more one on one and explained to them. They gave me a case like that and I'd come up with my thought structure. But it was more one on one. They didn't actually see me interact with other people.
- 6 Liz And do you do the one-on-one things also? Or just the team things?
- 7 Romina No, we're not allowed to interview. You have to be a senior manager level to interview.
- 8 Liz So you only see the –
- 9 Romina I do more the personality check, behind the scenes. Because we're so close in age, I can tell. And I know how it is to prepare for interviews and what lies you have to tell. So I tell them not, you know, they look too well-prepared.
- 10 Liz Yeah, I was going to ask, what kinds of different, what's the range you see of how they solve problems from the best to the worst?
- 11 Romina Um, I find that, and this is a personal thing, because I went to a liberal arts school, and I was a liberal arts major, so I didn't have the technical

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business. And it's so funny, because you have those kids that went to business school, and like they've been doing it since day one. And you give them a problem and they're starting to talk about all these frameworks and all these Porters Five Forces and SWOT analysis and they're doing it. And I am working for two years have still not done this, so they're to impress you, and you're like you don't actually use that every day. Like it's a framework, you don't actually use it to solve a problem. And then you have those kids that are so intimidated because they've never done business before. But they get in there and they just think about a problem, and they come up with a better solution, because they're not just trying to force all this knowledge that they already have onto this problem and they're just looking at it as if they've, they've never seen anything like that before. So it's interesting to hear what they would come up with, because sometimes they're really original ideas that you wouldn't have thought of because you're so constrained by this business mentality.

- 12 Angela Are a lot of the other people that you're talking about, are they mostly liberal arts majors?
- 13 Romina Yeah
- 14 Angela Yeah, you can tell. It's just a different -
- 15 Romina Because they're not, they wouldn't know those business concepts.
- 16 Angela Yeah, a lot of my friends went to the business college of St. John's and it was more like, they would try to, in everything, every day stuff, they would just try to take something there and solve it with that. They would just fit it in the frame. But I'm, I don't know, I'm like the exact opposite
- 17 T/R1 Let's find a formula and use that formula? Gotta use that formula.
- 18 Romina And that's what would drive me crazy! In my calc class, because I took my math courses in my preliminary economics courses with all my Wharton counterparts, and we would get to Calculus, and we would all be studying because these exams were just impossible, and they could not tell you, and I loved the probability stuff, because I knew the probability stuff inside and outside, but I didn't know any of the formulas. And I couldn't - they were like computation, permutation formulas, which one do we apply? And I was like I don't know! You just think about it, and they couldn't understand the concept behind it. They never thought about it. And I'm like, well say you had I don't know, 4 colors, and you had to

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make –

- 19 Romina [Laughter] Towers, and I'm like, god, and I just assumed, because I've probably told you this before. I walked in, it was just funny to see how much of a different learning experience we had, because I walked them through the concept, but I don't know how to solve it through the formula, I'm like I don't know. And we'd get that far, and I'd be like, I don't know what that means, but I could solve it using just
- 20 Angela It's better to understand it.