Resource Based Strategy

In sports, teams try to acquire players (human resources) that have valuable capabilities that are also rare and hard to imitate. Sometimes, when a team adds a player or players like this it does not translate into better team performance.

1. In terms of the VRHIO model, show what the score might be then explain why you think this happens?

2. In other cases, a team has a history of getting all of the value out lower V, less R and lower I players. What is going on?

VRHIO Situations:

1. Here's a business situation with a capability (on a 1 to 5 scale): V1, H5, R4, I2, O5. What should the organization do?

2. Here's a business situation with a resource (on a 1 to 5 scale): V5, R5, H2, I4, O3 This time, make up a scenario that sounds like it could be real. What should the organization do?

3. Here's a business situation with a capability: V4, R1, H4, I1, O5. Make up a scenario that could be real. What should the organization do?

4. Walk around your office or your home. Pick a resource that you think is high on V and R, but low on H take a picture of it. Now say how you could change O to get the most out of it if you increased H. Consider the costs of acquiring more. Would it be worth the costs in order to gain that additional value and advantage?

5. Walk around your office or your home. Pick a resource that you think is high on V and at least above average on R, and high on H, but low on O. Take a picture of it. Now say how you recommend changing O to get the most out of it.

Write or record your integrated notes and pictures. Remember to take a selfie!