

# CASE STUDY:

## Nike Uses Knowledge Transfer to Manage Change and Increase Innovation in Offshore Teams (2012)

**Introduction:** The Footwear Division of Nike—a Fortune 500 global manufacturer and marketer of athletic wear and equipment—was seeking to shift certain lower-level tasks related to product development from one job role and location to another, freeing up key positions to work on more complex, next-generation products. Nike had already spent two years trying to transfer these tasks, as part of a project called Shared Product Creation.



“We are trying to make a seismic shift in what we’ve got Developers focused on.” — DIRECTOR OF FOOTWEAR PRODUCT DEVELOPMENT OPERATIONS

### I. THE BUSINESS PROBLEM

1. Nike’s Footwear Developers working in their Asian Nike Liaison Offices (NLOs) needed to take on more innovative projects to speed product development. These Developers, not having been required to innovate much in the past, needed to be “taught” how to take on more high-innovation projects.
2. Taking on higher innovation/more complex projects would require NLO Developers to work in a different capacity than in the past, but these new job role expectations were unclear. It was also unclear whether or not all of the current NLO Developers had the capability to perform in the new role. The role needed better definition and the path to success needed to be measurable to reduce the risk of failure.
3. Less complex tasks of NLOs needed to be shifted to job roles in the Product Creation Centers

# An Investment Analysis Case Study Nike New

**Ursula Haas-Kotzegger**



## **An Investment Analysis Case Study Nike New:**

OECD Global Forum on International Investment New Horizons for Foreign Direct Investment OECD,2002-03-05 The OECD Global Forum on International Investment at its inaugural meeting in Mexico City in November 2001 provided a unique platform for participants originating from OECD and non OECD economies to address the challenges posed by FDI These conference papers add to the existing literature on FDI

The Sports Management Toolkit Paul Emery,2011-04-19 The Sports Management Toolkit is a practical guide to the most important management tools and techniques available to those working in the sport and leisure industries Designed to bridge the gap between the classroom and the workplace it includes ten free standing chapters each of which provides a detailed introduction to best practice in one of the core sports management disciplines Written in a clear and straightforward style and free of management jargon the book covers all the key functional areas of contemporary sports management including marketing performance management risk management human resource management project management finance Each chapter includes a detailed step by step description of the key tools and techniques and their application a real world case study to demonstrate the technique in action plus an extensive guide to further resources and a series of self test questions The final chapter offers an extended integrated case study demonstrating how all the key management techniques are combined within the everyday operation of a successful sport or leisure organization This book is essential reading for all students of sport and leisure management and for all managers looking to improve their professional practice

Foreign Direct Investment and Poverty Reduction Michael U. Klein,Carl Aaron,Bita Hadjimichael,2001 In the 1990s foreign direct investment began to swamp all other cross border capital flows into developing countries Does foreign direct investment support sound development In particular does it contribute to poverty reduction

*Research Methods for Leisure and Tourism* A.J. Veal,2017-12-19 Now in its fifth edition *Research Methods for Leisure and Tourism* has become the ultimate reference text for both students enrolled in undergraduate and postgraduate degrees and practising managers This book combines comprehensive coverage of a wide variety of qualitative and quantitative research methods with step by step guidance through research software including Excel SPSS and NVivo Key features Coverage of both qualitative and quantitative research methods ensuring a balanced approach to data collection and analysis Practical guidance on conducting research and writing reports showing the how as well as the what Detailed coverage of the development of conceptual frameworks for research research design analytical methods and the composition of research reports providing everything required to conduct a research project International case studies and extensive examples from the leisure and tourism literature Questions exercises and further reading for each chapter Extensive web based support materials New to this edition The fifth edition has been fully updated throughout and includes additional material on Management and policy related research methods EndNote bibliographic referencing software Notes on additional methods including big data discourse analysis multiple correspondence analysis netnography

web based research people meters For the analysis of quantitative data SPSS is updated to version 23 For qualitative data analysis the guide to NVivo software is updated to version 11      **Financial Accounting** Paul D. Kimmel, Jerry J.

Weygandt, Donald E. Kieso, 2000-02-29 This exciting practical introduction arms readers with a practical set of tools and the confidence to use those tools effectively in making business decisions It begins with a macro view of accounting information by presenting real financial statements The authors clearly establish how a financial statement communicates the financing operating and investing activities of a business      *Financial Management in the Sport Industry* Matthew T. Brown, Daniel A.

Rascher, Mark S. Nagel, Chad D. McEvoy, 2021-04-07 Now in a fully revised and updated third edition this essential textbook introduces the fundamentals of sport finance and sound financial management in the sport industry It is still the only textbook to explain every aspect of finance from the perspective of the sport management practitioner explaining key concepts and showing how to apply them in practice in the context of sport The text begins by covering finance basics and the tools and techniques of financial quantification using industry examples to apply the principles of financial management to sport It then goes further to show how financial management works specifically in the sport industry Discussions include interpreting financial statements debt and equity financing capital budgeting facility financing economic impact risk and return time value of money and more The final part of the book examines financial management in four sectors of the industry public sector sport collegiate athletics professional sport and international sport It provides an in depth analysis of the mechanics of financial management within each of these sport sectors Useful features such as sidebars concept checks practice problems case analysis and case questions will help students engage more deeply with financial techniques and encourage problem solving skills This new edition includes a completely new chapter on international sport reflecting the globalized nature of the modern sport industry as well expanded coverage of current issues such as digital media finance recent legal cases affecting collegiate sport and the central importance of collective bargaining Financial Management in the Sport Industry is an essential textbook for any undergraduate or postgraduate course in sport finance and an invaluable supplement to any course in sport business or sport management It is also an important reference for all sport management practitioners looking to improve their understanding of finance The book is accompanied by updated and expanded ancillary materials including an instructor s manual PowerPoint slides and an image bank      *Mastering Marketing Analytics: Insights*

*for Data -Driven Success* V.K Singh, Sedat Yuksel, Mastering Marketing Analytics is a practical and comprehensive guide that equips readers with the tools techniques and strategic insights needed to harness data for smarter marketing decisions It is ideal for marketing students professionals data analysts and business leaders who want to translate data into actionable marketing strategies The book covers the fundamentals and advanced applications of marketing analytics including customer segmentation campaign performance tracking digital analytics predictive modeling A B testing and ROI measurement With the integration of real world case studies visualizations and hands on examples using tools like Excel Google Analytics R and

Python it bridges the gap between theory and practice Whether you re optimizing customer journeys improving conversion rates or building data driven campaigns this book empowers you to make impactful evidence based decisions in a competitive market landscape *Research Methods in Sport Studies and Sport Management* A.J. Veal,Simon Darcy,2014-03-26

Research can be a challenging but rewarding activity All degree level students studying sport and all effective professionals working in the sport sector need to have a sound understanding of research methods and how to critically interpret research findings This broad ranging in depth and practical textbook introduces research methods for students on sport related degree courses outlining the knowledge and practical skills needed to undertake meaningful research and to become a knowledgeable consumer of the research of others The book explores every element of the research process from the fundamental what why and who questions through research plans literature review qualitative and quantitative methods of data collection and data analysis to the communication of research results It offers a critical appraisal of alternative methods including mixed methods as well as clear guidance on how to use each particular method Every chapter contains test questions and practical exercises detailed case studies a clear chapter summary and extensive guides to further sport related study resources to enable students to check their understanding and develop extend and apply their practical skills Step by step introductions to the use of the key statistical packages Excel SPSS and NVivo in sport research are included On line support materials include some 400 PowerPoint slides and copies of data sets used in the book With deeper and broader coverage than any other sport related research methods textbook and a clear focus on how to do it *Research Methods for Sport Studies and Sport Management* is an essential companion for any sport related degree course Minimum Wages,

Collective Bargaining and Economic Development in Asia and Europe Maarten van Klaveren,Denis Gregory,Thorsten Schulten,2015-06-09 This book offers a labour perspective on wage setting institutions collective bargaining and economic development Sixteen country chapters eight on Asia and eight on Europe focus in particular on the role and effectiveness of minimum wages in the context of national trends in income inequality economic development and social security *Social Issues in Sport Communication* Terry L. Rentner,David P. Burns,2023-02-10 Combining theory with practical application this collection of real life provocative case studies on social issues in sports provides students with the opportunity to make the call on ethical and professional dilemmas faced by a variety of sport and communication professionals The case studies examine the successes and failures of communication in the corporate culture of sport intersecting with social issues including race gender religion social media mass media public health and LGBTQ issues Topics include the COVID 19 pandemic the Black Lives Matter movement sexual abuse scandals domestic violence cultural appropriation and mental health Each chapter contextualizes a specific issue presents relevant theory and practical communication principles and leads into discussion questions to prompt critical reflection The book encourages students to view the evidence themselves consider competing ethical and professional claims and formulate practical responses This collection serves as a scholarly

text for courses in sport communication business intercultural communication public relations journalism media studies and sport management      **Digital Economy: Die neuen Spielregeln für Unternehmen** Ursula Haas-Kotzegger, 2025-06-30

Dieses Buch erläutert alle Aspekte der Transformation hin zu einer Digital Economy und analysiert die Auswirkungen auf Marketing Sales und Management Der interdisziplinäre Begriff der Digital Economy adressiert zunächst den Megatrend der Digitalisierung der wiederum als fundamentaler sozioökonomischer Wandel definiert werden kann welcher durch die Verbreitung digitaler Technologien ausgelöst wird Speziell aus betriebswirtschaftlicher Sicht bringt die Transformation zur Digital Economy eine Reihe von Herausforderungen mit sich Der digitale Einfluss ermöglicht Konsumenten neue Wege der Kommunikation und somit mehr Einfluss auf Unternehmenserfolg Die Interaktion mit Kunden auf allen Kanälen und an allen Touchpoints ist für Marken essenziell um relevant zu bleiben Soziale Medien haben Konsumenten mehr Gehör verschafft Soziale Medien werden genutzt um sich permanent auszutauschen zu informieren und Angebote zu vergleichen aber auch um die eigene Meinung zu Unternehmen und Marken öffentlich kundzutun Produktinnovationszyklen verändern sich und nehmen neue Formen an Vertriebskanalstrukturen sind durch den Erfolg digitaler Plattformen und ihrer zugrundeliegenden Dynamiken im Wandel Markt und Wettbewerbsgrenzen verschwimmen zunehmend Bisherige Voraussetzungen für Unternehmenserfolg verlieren zuweilen ihre Gültigkeit Neben diesen Veränderungen bringt diese neue Wirtschafts Welt der Digital Economy aber vor allem neue Chancen um Mehrwert für Kunden Unternehmen Mitarbeiterinnen sowie die Gesellschaft anders besser und neu zu schaffen Bei den Beiträgen dieses Werkes handelt es sich sowohl um konzeptionelle als auch um empirisch ausgerichtete Arbeiten untermauert durch einzelne Case Studies      **International**

**Business** Peter J. Buckley, Peter Enderwick, Hinrich Voss, 2022 Now in its second edition and in collaboration with their contributing authors world renowned academics Peter J Buckley FBA OBE Peter Enderwick and Hinrich Voss draw on their wealth of experience and expertise to present a truly global text on international business The Global Factory framework developed by Peter J Buckley forms an overarching coherent and accessible model for understanding how businesses operate globally Synthesising perspectives from economics social anthropology political economy and management International Business also provides a multitude of examples case studies and insights from across the globe that link theory to management practices all to equip you for the challenges faced in the business world today Engaging examples include internationally recognised companies such as Nike Ben and Jerry's TikTok and Maersk as well as organizations from emerging markets such as Saudi Arabia Brazil and Turkey Opening cases discuss real challenges faced by international businesses inviting you to discuss and devise your own solutions while closing cases and IB Insights offer opportunities to further reflect on international business practices at real global companies Stretch your critical thinking skills by engaging with the Topics for Debate and build strong academic understanding by looking at the Research Insights which introduce key scholarship and provide commentary on seminal international business research This fully revised and more concise edition

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**Management** Sudhindra Bhat, 2008 Financial Management Principles and Practice second edition is fundamentally designed to serve as an introduction to the study of Financial Management for students Financial professionals teachers and managers The developments in the capital market and the new avenues available to tackle the traditional financial constraints have placed the present day finance manager in a situation to learn new skills and constantly update knowledge to take financial decision in a competitive environment develop a familiarity with the analytical techniques and understand the theories of modern finance Financial Management Principles and Practice is designed as a comprehensive and analytical treatise to fill the gaps | The book seeks to build and develop familiarity with the analytical techniques in financial decision making in the competitive world | This book covers the requirement for discussion to help Practitioners managers Financial professionals academicians and students reason out Financial Management issues for themselves and thus be better prepared when making real world investment decisions | The book is structured in such a way that it can be used in both semester as well as trimester patterns of various MBA M Com PGDM PGP PG Courses of all major universities CA CS CFA CWA CPA of Professional and autonomous institutions | It provides complete clarity in a simple style which will help the students in easy understanding | Discussion as well as mind stretching questions at the end of each chapter to stimulate financial decision making | Concepts are explained with a number of illustrations and diagrams for clear understanding of subject matter | The strong point of the book is its easy readability and clear explanation as well as extensive use of Case Study's and Project Works more than 27 cases which have been included in many chapters for Class discussion EDP and FDP **DISTINCTIVE FEATURES OF THIS EDITION** v Provides complete clarity in a simple style v 628 Solved Problems v 259 Unsolved Problems v Seven new chapters included v 399 Review questions theoretical questions v 212 Fill in the blanks with answers v 101 True or false questions with answers v 26 case study's for class discussion v Discussion as well as mind stretching questions at the end of each chapter to stimulate financial decision making **Marketing Strategy and Competitive Positioning, 7th**

**Edition** Prof Graham Hooley, Brigitte Nicoulaud, John Rudd, Nick Lee, 2020-01-09 Marketing Strategy and Competitive

Positioning 6e deals with the process of developing and implementing a marketing strategy. The book focuses on competitive positioning at the heart of marketing strategy and includes in depth discussion of the processes used in marketing to achieve competitive advantage. The book is primarily about creating and sustaining superior performance in the marketplace. It focuses on the two central issues in marketing strategy formulation: the identification of target markets and the creation of a differential advantage. In doing that it recognises the emergence of new potential target markets born of the recession and increased concern for climate change and it examines ways in which firms can differentiate their offerings through the recognition of environmental and social concerns. The book is ideal for undergraduate and postgraduate students taking modules in Marketing Strategy, Marketing Management and Strategic Marketing Management.

The Globalisation of Corporate Governance Adrian Davies, 2016-03-09. The structure of corporate governance has made significant progress in OECD countries but it remains imperfectly linked to the activities of many businesses. Its advance on the global stage will be hesitant and slow until its practice in OECD countries is more consistent and convincing. Weaknesses in corporate governance and law enforcement are impeding the investment needed to build the global economy to its full potential.

The Globalisation of Corporate Governance: The Challenge of Clashing Cultures explores the challenges of making corporate governance effective for all participants in a global economy. The tasks of o

Managing in Developing Countries James E. Austin, 1990. The Management Challenge: What Is Different About Managing in Developing Countries? Whom Is This Book For? How Is the Book Organized? How Important Are Developing Countries to the International Economic and Business System? How Diverse Are Developing Countries? Analyzing the Business Environment: Environmental Analysis Framework: Multiple Factors and Multilevels: Environmental Factors: Environmental Levels: The Environmental Factors: Economic Factors: Political Factors: Cultural Factors: Demographic Factors: Interpreting National Strategies: Environmental Factors and National Strategies: Historical Perspective: Defining National Strategies: Public Policies and Policy Instruments: Country and Company Example: Cummins Engine in India: Understanding Industry Structure and Competitive Dynamics: The Competitive Strategy Model: Government as Shaper of the Competitive Environment: State Owned Enterprises: Business Groups: Local Firms and Cooperatives: Informal Sector Businesses: Multinational Corporations: The Development Process and Competitive Dynamics: Managing the Functional Areas: Business Government Relations: Managing the Mega Force: Understanding Government Needs and Power: Political Mapping: Meeting Government's Needs: The Search for Congruency: Managing Government Relations: Strategic Approaches: Managing Government Relations: Operating Issues: Finance: Coping with Inflation: Foreign Exchange Exposure and Capital Scarcity: Inflation.

**Managing Corporate Legitimacy** Dorothee Baumann-Pauly, 2017-09-08. The failure of many governments to provide basic rights for their citizens has given rise to the expectation that globally operating corporations should step in and fill governance gaps for example in the area of human rights. Today many large multinational corporations claim to conduct business in a socially responsible manner yet no tools



exist to assess whether and to what degree they have indeed systematically revised their business practices to take on these new responsibilities Managing Corporate Legitimacy addresses these research gaps by clarifying the role of the corporation as a private actor in global governance at conceptual and empirical levels by contributing to our theoretical understanding of CC as a new phenomenon in globalization and by furthering the development of appropriate approaches to CC in practice through its toolkit The tool structures the implementation process in five learning stages defensive compliance managerial strategic and civil The final civil stage describes political corporate behaviour The author includes an empirical assessment of five Swiss multinationals in this book which reveals that most companies even those with relatively long standing and mature policies on social and environmental issues have only just started to learn how to become corporate citizens The book therefore concludes with a discussion of an issue specific extension of the assessment tool and presents methods for setting priorities in the approach to corporate citizenship that may also facilitate corporate engagement with stakeholders The tools developed in this book provide practical and detailed guidance for implementing and embedding CC and managing corporate legitimacy It will be essential reading for practitioners looking for ways to legitimize their engagement with societal issues and for academics considering how we can better measure the engagement of business with CC

**Marketing Leadership: Concepts and Practices** Cybellium,2024-10-26 Designed for professionals students and enthusiasts alike our comprehensive books empower you to stay ahead in a rapidly evolving digital world Expert Insights Our books provide deep actionable insights that bridge the gap between theory and practical application Up to Date Content Stay current with the latest advancements trends and best practices in IT AI Cybersecurity Business Economics and Science Each guide is regularly updated to reflect the newest developments and challenges Comprehensive Coverage Whether you re a beginner or an advanced learner Cybellium books cover a wide range of topics from foundational principles to specialized knowledge tailored to your level of expertise Become part of a global network of learners and professionals who trust Cybellium to guide their educational journey [www.cybellium.com](http://www.cybellium.com)

**Monthly Catalog of United States Government Publications** ,1982

*Handbook of Research on Supply Chain Management for Sustainable Development* Akkucuk, Ulas,2018-05-11 The issue of sustainability has become a vital discussion in many industries within the public and private sectors In the business realm incorporating such practices allows organizations to redesign their operations more effectively The Handbook of Research on Supply Chain Management for Sustainable Development is a critical scholarly resource that examines academic and corporate interest in sustainability in all facets of business management Featuring coverage on a wide range of topics such as green supply chains environmental standards and production planning this book is geared toward professionals researchers and managers seeking current and relevant research on optimizing supply chains to ensure fair labor practices lower emissions and a cleaner environment

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