



ENGINUITY 2023

The Mechanics of the Later Years

You have now completed the early years and are moving into the later years, which will comprise a further 6 periods.

Your company carries on operating from its current position, to give you the benefit of your decisions to date. However, the mechanics of the later years are different from the early years in the following key areas.

THE AFFECT OF DIVIDEND PAYMENTS

In the early years your share price was affected by the level of dividend you paid to your shareholders i.e., the % of equity. There were no external influences.

However, in the later years the affect on share price of any dividend paid will be based upon the % of equity paid relative to what the other competing teams are paying i.e., shareholders are looking outwardly, at the market, and not inwardly. This will significantly change the dynamics of dividend payments in the later years.

The **Management Consultant Report** will show where each team is in relation to the others in paying dividend, in order for strategy to be reassessed.

PROCUREMENT

Each job can only be won by one team, and it will be much harder to secure work.

As well as the 'human' teams that wish to bid for a job, there will always be one 'unknown' rival bidder. Needless to say this company recognises the increased competition for work, and has become more aggressive, and will submit bids with lower margins.

Although teams will need to bid more aggressively in the later years, bids that are considered too low will still be rejected by the client on the grounds that a good job could not be guaranteed for the price submitted.

In cases where the bidding is close, client relationships determine which company is awarded the contract, so relationships built up over the early years take on added significance in the later years.

A special **tender report** will be provided each period on the 'Bidding Success' screen to show which teams have secured which jobs.

PROJECT MANAGERS

Teams will also be competing for the services of project managers.

Each team should start the later years with their own unique project managers. However, there is a problem if the same project manager was employed by more than one team at the end of the early years. To overcome this dilemma one team retains the project manager's services, and the other teams are allocated 'cloned' project managers, with the same details (name, profile etc).

Once the 'clones' are released (paid off) they go abroad and cannot be employed again.

When recruiting project managers from the agency the list of project managers may contain the same name twice. This is not a bug, but will imply that a cloned project manager of the same name is available, and not the 'genuine' one from the list.

If more than one team is competing for the services of a project manager, those that have paid the highest average bonus to their project managers up to the current point in time will be in with a chance of securing their services.