



Spring 2024 Recruitment Consulting Case Introduction

Spring 204

Typical case timeline and process (note: PRISM's case will be slightly shorter/condensed)

Case Introduction & Structuring	~5 minutes
Problem Analysis & Discussion	~20 minutes
Conclusions & Next Steps	~5 minutes

Case introduction and structuring

~5 minutes

Interviewer will introduce the case scenario. Take notes and make sure you understand what the prompt is. Ask questions if needed to make sure you're on the same page as interviewer. Once you have it down, summarize and restate the prompt to interviewer before asking clarifying questions.

Interviewee should ask questions to clarify the scenario. Interviewer may have more info for you. Ask questions that you think will give clarity about the business situation. Good questions include "What is the company's business model, what are the client's goals, is there a particular timeframe we're looking at, etc."

Interviewee brainstorms and proposes a structure/framework to help reach a recommendation with guiding questions from the interviewer. Ask the interviewer for time (~1-2 min) to gather thoughts and write down your approach. "Bucket" your areas of investigation into what we call a framework.

Problem Solving Analysis and Discussion

~15-20 minutes

- Interviewer will ask different types of questions including math, estimation/market sizing, interpreting charts/exhibits, and brainstorming.
- Interviewer will provide charts, data, and information as appropriate. If you think you're missing something, odds are your interviewer knows!

Tips for Mathematical Questions

- When asked to calculate, first clarify the question asked, including what units (i.e. dollars) and timescale (i.e. 1 year) the end result should be in.
- Sometimes you may not have all the information/numbers you need. If it seems like something's missing, don't be quiet, ask for it
- Ask for time to structure your thoughts to come up with a systematic, logical way to do your calculations.
 - For example, if asked to calculate profitability, you can use the profitability framework as a structure.
- After making your structure, align with your interviewer and run through it. They'll help point you in the right direction. Make sure your interviewer approves of structure before beginning calculations.
- After structure is approved, begin your calculations by plugging in the numbers you have into your structure. Think out loud, stating which calculations you're doing as when so interviewer knows what's going on.
- Use shortcuts and mental math to be quick with your calculations. Ask if you can round if you think it will help (and makes sense to).

Tips for Brainstorming Questions

- Similar to frameworks. Given to test creativity and quick thinking.
- First ask for time to write down your thoughts. NOTE: You might not always get this time, so be ready to think quickly while still being structured.
- Once you have a structure, then write down ideas within each bucket, prioritizing them based on likelihood, feasibility, or importance.
- After taking time to write down structure and ideas, give a high-level overview of your structure before diving into each one. Then, systematically go through the ideas in each bucket, elaborating when necessary
- BE SOLUTION-DRIVEN. After giving your ideas, which seem the best to you and why?
 - Tip: There's a reason you're asked to brainstorm ideas. If come up with good ones, they should be included in your final recommendation later on.

Tips for Final Recommendations

- Before stating recommendation, briefly restate the first prompt/problem at hand.
- Interviewee states the recommendation to solve the prompt.
 - “I would recommend that our client...”
- Support the recommendation with key findings from the case. Be data-driven, meaning support your recommendation with quantitative reasoning.
 - “There are three reasons that support my recommendation. First...”