

# Capstone Case Study

## A Strategic HR-Guided Review

- **Problem:** Since 1998, Blue Cross Blue Shield of Michigan has been involved in many mergers, the most recent being Blue Cross Blue Shield of Michigan's acquisition of Blue Care Network.
- **Problem:** In April 2002, Blue Cross Blue Shield of Michigan (BCBSM) and Blue Care Network (BCN) merged to form Blue Cross Blue Shield of Michigan. BCBSM is the largest Blue Cross Blue Shield organization in the United States.
- **Problem:** BCBSM's culture is very different than BCN's culture. BCBSM is a large, well-established, well-managed organization. BCN is a smaller, less well-established, less well-managed organization. BCBSM's culture is more formal and more conservative.
- **Problem:** BCBSM's culture is more formal and more "Traditional." BCN's culture is more "Innovative." BCBSM's culture is more formal and more conservative than BCN's culture.

These factors are just a few of the many reasons that BCBSM's culture and goals did not align well with BCN's culture and goals. This discrepancy has led to many challenges and difficulties in the merger process. Some challenges have been resolved, while others remain. One challenge that has not been resolved is the cultural differences between BCBSM and BCN. BCBSM's culture is more formal and more conservative than BCN's culture, and this has led to many challenges in the merger process.

The challenges associated with this merger have been compounded by the following factors:

- **Problem:** BCBSM's culture is more formal and more conservative than BCN's culture. This cultural clash has led to many challenges in the merger process. One challenge is the difficulty of aligning BCBSM's culture with BCN's culture. BCBSM's culture is more formal and more conservative than BCN's culture. BCBSM's culture is more formal and more conservative than BCN's culture. BCBSM's culture is more formal and more conservative than BCN's culture.
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# Ncoa Capstone Case Study Answer

**Thirumalaisamy P.  
Velavancorresponding**

**Ncoa Capstone Case Study Answer:**

The Top Books of the Year Ncoa Capstone Case Study Answer The year 2023 has witnessed a remarkable surge in literary brilliance, with numerous engrossing novels enthralling the hearts of readers worldwide. Lets delve into the realm of popular books, exploring the engaging narratives that have charmed audiences this year. The Must-Read : Colleen Hoovers "It Ends with Us" This touching tale of love, loss, and resilience has captivated readers with its raw and emotional exploration of domestic abuse. Hoover expertly weaves a story of hope and healing, reminding us that even in the darkest of times, the human spirit can prevail. Uncover the Best : Taylor Jenkins Reids "The Seven Husbands of Evelyn Hugo" This intriguing historical fiction novel unravels the life of Evelyn Hugo, a Hollywood icon who defies expectations and societal norms to pursue her dreams. Reids captivating storytelling and compelling characters transport readers to a bygone era, immersing them in a world of glamour, ambition, and self-discovery. Discover the Magic : Delia Owens "Where the Crawdads Sing" This evocative coming-of-age story follows Kya Clark, a young woman who grows up alone in the marshes of North Carolina. Owens weaves a tale of resilience, survival, and the transformative power of nature, entrancing readers with its evocative prose and mesmerizing setting. These bestselling novels represent just a fraction of the literary treasures that have emerged in 2023. Whether you seek tales of romance, adventure, or personal growth, the world of literature offers an abundance of compelling stories waiting to be discovered. The novel begins with Richard Papen, a bright but troubled young man, arriving at Hampden College. Richard is immediately drawn to the group of students who call themselves the Classics Club. The club is led by Henry Winter, a brilliant and charismatic young man. Henry is obsessed with Greek mythology and philosophy, and he quickly draws Richard into his world. The other members of the Classics Club are equally as fascinating. Bunny Corcoran is a wealthy and spoiled young man who is always looking for a good time. Charles Tavis is a quiet and reserved young man who is deeply in love with Henry. Camilla Macaulay is a beautiful and intelligent young woman who is drawn to the power and danger of the Classics Club. The students are all deeply in love with Morrow, and they are willing to do anything to please him. Morrow is a complex and mysterious figure, and he seems to be manipulating the students for his own purposes. As the students become more involved with Morrow, they begin to commit increasingly dangerous acts. The Secret History is a brilliant and thrilling novel that will keep you guessing until the very end. The novel is a warning tale about the dangers of obsession and the power of evil.

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