

## **Kapex Corporation Questions**

- 1. What were the major stages in Kapex's organisational evolution?**
  - What were the primary challenges during each stage?
  - How effectively did Kapex manage transitioning from a chaotic, entrepreneurial structure to a more formalised organisation?
- 2. What has been Kapex's approach to:**
  - Building an organisation?
  - Scaling its operations?
  - Managing cultural and structural changes?
  - What connections can you identify between these approaches?
- 3. How would you describe the roles, responsibilities, and relationships of the following key players in Kapex's evolution:**
  - Shikhar Ghosh as a leader and change agent.
  - Functional managers and their evolving responsibilities.
  - Senior executives interaction with teams and decision-making structures.
  - How have these roles evolved over time, and what would you recommend for them in the future?
- 4. Evaluate the effectiveness of Kapex's current organisational structure and Ghosh's philosophy of changing structures every six months.**
  - What are the biggest opportunities and challenges in maintaining such a dynamic approach to organisational design?
  - Should Kapex consider a more stable structural framework for long-term growth? Why or why not?
- 5. What is your evaluation of Kapex's future prospects?**
  - What are the key opportunities that the company should capitalise on?
  - What are the primary threats or challenges to its continued success?
  - If you were in Ghosh's position, what would you do differently to address these challenges and leverage opportunities?