

Tuck Student Consulting Services

Vermont Center for the Book

Vermont Center for the Book, educates librarians and teachers how to prepare children for preschool. VCB needed to reorganize its structure to reflect its shift from a curriculum development focus to a shared focus on curriculum and product development.

The organization also wanted us to consider the need for a succession plan five years out as the two founders are planning to retire at that time.

We interviewed the directors about each person's day-to-day tasks. We mapped tasks for each individual to determine which functions could be bundled together into positions. After determining the appropriate structure for the new organizational vision, we examined potential succession plans for the director's retirement.

At our final presentation, we suggested they reorganize the organization to have two key departments which would refocus their efforts on both curriculum and complimentary products. Based on the success of two key hires, the succession plan can be finalized in approximately three years.

"My best moment was when we educated the two visionaries with business concepts they could directly apply. I felt my business education would be used for a good purpose. "

"It was thrilling to apply new business skills to a real-life problem for real-life clients. Our ability to further their mission turned out to be the pivotal element of the project. I learned a lot from my fellow team members in the process."



Maansi Gupta, T'07
Leslie Hampel, T'07
Harsh Shetty, T'07
Katy Milligan, T'07
Ann Schiff, T'07



Allwin
Initiative
at Tuck