

## Managing Services

UGRA\_006294

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Departments	Dept. of Operations, Innovation & Data Sciences
Teaching Languages	English
ECTS	4
Teacher responsible	Moreu Hasson Juan Ignacio - juanignacio.moreu@esade.edu

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### Course Goals

At the end of the course, students should:

- 1) Have an overview of the management of services companies from the definition of its strategy to making it reality by means of the performance measurement systems or scorecards.
- 2) Understand and apply the conceptual and analytical frameworks to better manage service businesses from its strategy definition to its service delivery.
- 3) Identify the ways of value creation in the services companies and especially the achievement of the satisfaction and loyalty of the persons of the organizations as foundation of the satisfaction and loyalty of their clients.
- 4) Recognize the idiosyncrasies of different service settings, thus applying the models and theories on particular service settings and being able to design.

### Teaching methodology

The methodology includes:

- a) **MASTER CLASSES** - theory sessions.

A selection of the basic slides of each session will be posted one week in advance of each session. Please be aware that not all topics or slides will be necessarily posted, hence attendance is a must.

In addition to LECTURES / CLASS DISCUSSION on important concepts, there will be three Case studies.

- b) **CASES**: a case is a rather comprehensive exposition of a real managerial situation describing a set of problems and requiring a plan of action. This method provides a pragmatic framework of the learning process. Its success depends heavily on student preparation before class and active participation in class discussions. The discussion of case studies will follow different structures (individual presentation, role playing, group debate...) so the individual members of groups should come well prepared.

- c) **READINGS**: a collection of articles and other practical exercises will provide the necessary background for analysis. Having read and prepared them before the session is therefore, compulsory.

- d) **INDIVIDUAL EXERCISES**: as a preparation task for some sessions, there will be some individual exercises, based in the contents of the next sessions. These individual exercises are voluntary.

e) **COMPANY PRESENTATIONS:** The professors will try to schedule one or two presentations of companies throughout the course, as the best way to see real service management in action.

## Description

### Course contribution to program

#### Short description

Today we live in an economy that is increasingly focused on **services** in growth and constant innovation. Services in the industrialized countries currently represent more than two-thirds of the gross domestic product and employment.

Moreover, a growing number of manufacturing companies are aware that they can create greater value for their clients and differentiate themselves through services. As a result, issues of operating efficiency and competitiveness are becoming more critical than ever for success in service industries.

In services, the achievement of growth and sustainable profit is closely linked to **customer satisfaction and loyalty**, which at the same time is based on the satisfaction and loyalty of those who work in these services.

Service organizations are too specific in their nature to demand their own management focus. In this course, we shall develop a series of benchmarks, tools, and concepts required to design and implement operating strategies in services. We will consider both traditional and new approaches for achieving operational competitiveness in the service company, preparing you to make decisions about products, employees, processes, and customers.

The course will examine different service settings in healthcare, financial services, tourism, and professional services among others.

## Bibliography

Sanjeev Bordoloi, James A. Fitzsimmons, Mona J. Fitzsimmons, Service Management. Operations, Strategy, Information Technology., McGraw-Hill Education, 9781260092424, 1260092429 (Book)  
Frances X. Frei, Frances Frei, Anne Morriss, Uncommon Service. How to Win by Putting Customers at the Core of Your Business, Harvard Business Review Press (Book)

## Activities

In-class discussions and debates

Written and/or oral exams

Readings

**Interaction with visiting guest professionals**

**COMPANY PRESENTATIONS:** The professors will try to schedule one or two presentations of companies throughout the course, as the best way to see real service management in action.

## Case study analyses

Three of the most decisive service management cases:

- 1) Case Study "Delta Airlines"
- 2) Case Study "Chateauform"
- 3) Case study "Commerce Bank"

## Content

#	Topic
1	1) INTRODUCTION TO SERVICES. SERVICE STRATEGY a) Understanding services - Economy and services. - The concept of service. - Typology of services and management challenges. b) A model for strategy in services - Strategy design - Competitive strategies - Service Package and ervice.Service Concept - The Service Profit Chain. c) Service concept – key Service Value Propositions - 10 positioning map: cost vs differentiation
2	2) SERVICES & INDICATORS a) Performance Measurement Systems - Introduction to Performance Measurement Systems. - Indicators. Uses and characteristics. - Key Performance Indicators, KPIs. - Balanced Scorecard, Strategy Map and Strategic Indicators. - Objectives and Key Results, OKRs. b) Customer Relationship Management (CRM) - Complaints as opportunities for improvement and loyalty. - Service Recovery. - Customer Loyalty
3	3) SERVICE DESIGN & IMPLEMENTATION a) Service Design - Internal perspective: Processes - What is Service Design. - Criteria of Service Design- - Concept of Business Process Management- - Organization by processes. - Business Process Models. - Process improvement. b) Service Design - External perspective: Managing Customer Experience - Models & tools for service improvement. - Process flow diagrams. - Blueprinting. c) Service Quality - Service Quality Assessment. - Parasuraman and Berry Model. - Capturing the voice of your customer: design and tools. d) Key Learnings: 10 conclusions of Managing Services

## Assessment

Tool	Assessment tool	Category	Weight %
Written and/or oral exams	FINAL EXAM	Ordinary round	30.00%
In-class analysis and discussion of issues	CASE WRITE-UPS	Ordinary round	30.00%
Individual or team exercises	INDIVIDUAL MINI-EXERCISES	Ordinary round	20.00%
Participation in program activities	CLASS PARTICIPATION	Ordinary round	20.00%
Written and/or oral exams	FINAL EXAM	Retake	100.00%

## PROGRAMS

B13S-Exchange Program Bachelor of Business Administration (BBA) (Undergraduates: Business)

B13S Year 1 (Optative)

BBA20-Bachelor of Business Administration (BBA) (Undergraduates: Business)

BBA20 Year 4 (Optative)

BBA20 Year 3 (Optative)

BBE20-Bachelor of Business Administration (BBA) (Undergraduates: Business)

BBE20 Year 3 (Optative)

BBE20 Year 4 (Optative)

GBD20-Double Degree in Business Administration and Law (Undergraduates: Law)

GBD20 Year 5 (Optative)

N90-BI Norwegian Business School (Summer School: Business)

N90 Year 1 (Optative)