



Thank you for auditioning for  
COPORATE TRAINING VIDEOS

ROLE: ALLISON

Please prepare:

The full packet that matches your Character Number or is most correct for you based on your Nationality. You do not need to be off book but should be familiar with the material so you can give us the best character read possible.

The style of this work should be honest and real and a bit heightened. Think Law & Order or any crime/law based TV show. These characters are all well educated and smart and have a strong sense of self.

If you are coming in for the foreign language roles and will be speaking Cantonese, Mandarin or Hindi, please see the extra script pages with sample lines to demonstrate your language skills.

INSTRUCTIONS:

Be sure to bring your picture and resume, otherwise we will not have one in the room!

DRESS: Business casual but definitely well dressed and well groomed/styled. Show yourself off as the business-person you can be.

Please note that auditions will be recorded so other members of the Creative Team can view them.

Thanks so much! W | S Casting

## ALLISON SIDE 1

backed by organizational values. At the same time, those covering demands should not extend beyond the value they are supposed to serve. Here, an English-only rule is imposed in the name of efficient communication. As we saw, however, colleagues may be hobbled from communicating fully if the rule is imposed without sensitivity. Tomoko felt that she had angered Stewart by speaking Japanese. She therefore did not feel authorized to ask for clarification. As a result, the team almost missed a major issue.

Here the solution was to impose the English-only rule, but to make sure before the meeting ended that everyone was on the same page. Other strategies include: allowing for written as well as oral communication, allowing people to confer off line in their native tongue and then to come back to the group, or urging people with language issues to come to you individually as a team leader.

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### 4. “Unfinished Business”

KENJI: You’re going to help Lucas run a meeting. Allison, Kevin, and Zach are the other participants.

**START**

LUCAS: So I called this meeting to strategize about how to present our “journey to cloud” for apps to the new client. We’re pressed for time, so move quickly. I’ve asked the newest member of our team, Allison, to prepare the pitch. Allison?

ALLISON: Sure, Lucas, thanks. The client seems to have an allergy to Powerpoint, so I thought I’d set out two buckets at the outset—new and existing apps. Starting with new apps, I would open with the fact that more than 60 percent of new apps will be cloud-native by 2018. Then I’d point out that cloud-based microservices allow for faster application development and access to advanced technologies like blockchain, the--

KEVIN: Don’t forget the Internet of Things and AI—blockchain isn’t the be all and end all.

ALLISON: Yes, I was about to list all three. Then I would talk about our offerings. I think in

this particular instance the Watson offering might be the most relevant. I would stress that this capability is only available on Cloud, a platform that will give them the widest range of cognitive services for the enterprise, while permitting clients to--

**ZACH:** It's really important to reassure them that they retain ownership of their data, and that--

**ALLISON:** Sure, if I could just—

**ZACH:** Also, you can't just talk about new applications—I think it's really important to address existing applications as well.

AS LUCAS: <Intervene> <Let It Go>  
Intervene [Here as an “amplification”]

**LUCAS:** I think you said, Allison, that you had two buckets and you were going to address new applications first, then turn to existing applications.

**ALLISON** [throwing him a grateful look]: Yes, exactly. **Continue to next page**

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Intervene flows into Let it Go

Let It Go

**ALLISON:** I promise I'll get to existing applications in a moment. To close out the offerings for new applications, I want to mention the competition. Our competitor is leveraging its install base to get their product in the door—they say they have scale and that they're mature. Our rebuttal is that Cloud takes a totally unique approach with a single and unified architecture that has security built into its core.

**ZACH:** That's a great way to land the plane.

**ALLISON:** Thank you! So now, as promised, I'm turning to existing applications. The client is concerned here about the time and cost of shifting their legacy system to cloud, as well as regulatory and security concerns. Cloud Private will enable them to re-architect—

**ZACH:** Wait, the client will feel like you're glossing over their reservations unless you mention the legal issues.

**KEVIN:** Great point, Zach.

As LUCAS <INTERVENE> <LET IT GO>  
Intervene

**LUCAS:** I think Allison mentioned “regulatory” issues.

**ZACH:** Ok, my bad.

This time Allison looks a little put out.

Let It go:

ALLISON: I thought I mentioned “regulatory” concerns.

ZACH: OK.

BEAT

ALLISON: OK. Turning again to what our competitors are saying in this space, two of them have promoted a complete rewrite of enterprise apps as the strategy clients should adopt. But Cloud Private supports every migration scenario this client—or really any client—could need, including lift-shift, lift-extend, and refactor. So we offer a much broader spectrum of responses, as well as enabling us—

KEVIN: Actually, Allison, the case has to rest here on our capacity to connect on-prem private cloud to public cloud services. And I--

ALLISON: I was just—

ZACH: I’m with Kevin on this one. **END**

<INTERVENE> <LET IT GO>

Intervene

LUCAS: I have to break in here as the leader of this team to point out that you’ve been interrupting Allison non-stop since she began. And we all know women get interrupted more than men.

ZACH: Wait a minute. This isn’t a gender issue. This was just an intense meeting—we’re all just trying to help Allison perfect her pitch.

KEVIN: In fact, she just cut me off!

ALLISON: Um . . .

LUCAS: Do you really think women don’t get interrupted more than men?

ZACH: If they do, it’s just because they haven’t moved up the ranks yet. Five years from now, Allison will be interrupting the new person on the team.

LUCAS: Never mind. We’re out of time. Allison, that was fine.

(Kevin and Sean leave)

ALLISON (looking dejected): Lucas, I really appreciate your intent, but I really can fight

my own battles. I didn't want this pitch to devolve into a session about conversational dynamics.

Let's Go

ALLISON: OK. Again, I was going to close with that point about private / public cloud integration.

KEVIN: No need to be defensive, Allison. I think we all got there together.

Kevin and Zach leave Allison looking dejected.

END 1:

END 2:

KENJI: In a study published in 2017, two researchers examined how often Supreme Court Justices get interrupted. They found that 54 percent of interruptions were directed at the female Justices, which sounds pretty good until one realizes that only 22 percent of the Justices during the period of study were women. The researchers also explicitly studied the effect of seniority, and found that it was modest.

In the face of this, it's important for team leaders and colleagues to be good allies to women. As we saw in this scene, however, that's a delicate balance. On the one hand, you want to call out interruptions. On the other hand, doing so too often takes the permission away from the target of the interruptions.

The best known practice here is to ask the woman who is being interrupted for permission to be her ally one-on-one after you first observe it happening. If she declines, you've still revealed yourself to her as an ally. If she accepts, then you can strategize together about how to intervene.

Shopping Cart:

Tonja Jacobi & Dylan Schweers, "Justice, Interrupted: The Effect of Gender, Ideology and Seniority at Supreme Court Oral Arguments," 103 Virginia Law Review 1379 (2017).

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## 5. (Un)covered Selves

KENJI: Everyone tells a story about themselves that they are willing to share with the world. Use the toggle to watch Michael tell his story in two different ways.