SIMTEAM

Talent Development / Future leader programme with SimTeam

About talent development and Future leader programmes

Many companies create in-house development programs where they can offer their talented employees learning opportunities, rewarding experiences and challenging assignments for talented employees. Using development programs employees are empowered with tools, resources and knowledge, which they can use to perform at the highest level, and they are provided with guidance from experienced professionals or mentors. Talent development programmes usually provide opportunity to **rotate among functional areas** for more experience, to confront emerging problems of various types, and to be **assigned with unfamiliar and challenging duties**.

Talent development and Future leader programmes usually last 1-3 years depending on depth and complexity. SimTeam can be used both **before**, **during** and **after** the programme as a supplementary part of these talent development and Future leader programmes, as we explain below:

Before the programme - *What skills should we improve?*

Employers can use SimTeam as a **development centre** to find the areas where each employee needs development. In this case, the results of SimTeam training sessions can be used **to tailor educational and training programs for the needs and roles of the specific employees**, as each employee is unique. With the help of SimTeam you can evaluate the weak spots of the employees and create individual development plans for the particular employee. Talent development and Future leader programmes can be used to **target focus areas of specific competences**, management skills and different soft skill elements like creating and giving presentations.

![SimTeam logo]

After the programme - *What did you learn? Prove it in a simulation!*

You can also use SimTeam in a follow-up re-evaluation programme at the end of certain different phases of the development programme. This way you can evaluate the participants' development in certain focus areas, but SimTeam offers interactive ways to use it as a playful **closing event** of a talent development and Future leader programme, too.

SimTeam can also be used for enhancing teamwork and providing experiences for participants among different professional focus areas simultaneously, highlighting specified educational elements, which can be personalized for the company's professional areas.

The training includes

- Rewarding experiences
- Challenging assignments and risk taking
- Rotation of functional areas
- Opportunities to learn about each functional area's difficulties and challenges
- Focused topical excercises

Participant Learning Outcomes

- Understanding of the different functional areas;
- Opportunities to push themselves in various functional areas, just as they usually do in talent development programmes, therefore participants can face different kinds of problems and risks;
- If SimTeam is used before the main development programme, then organizers can create **personalized training programmes** based on the participant's capabilities. SimTeam can be used to evaluate individual strengths and weaknesses, allowing the trainer to tailor education programmes to the participant's needs.

Who should attend?

Such courses are designed for the **participants of corporate talent development and future leader programmes**, but some **academic programmes** can also use SimTeam as a supplementary chapter or an introduction to the specific programme.

Suggested training outlines

Agenda #1: After the programme – *What did you learn? Prove it in a simulation!*

- Summarize the development programme's lessons and consequences
- Introducing the simulation platform, assigning teams and roles to the participants
- Setting targets for the teams
- Use the simulation as an extended case study, focusing on topics of the talent development or future leader programme
- Other focused topical exercises (e.g. analysis of financial result, preparation of business plans)

Agenda #2: Before the programme – *What skills should we improve?*

- Introduce the talent development or future leader programme's missions and processes
- Introduction of the learning environment, explaining the rules of the simulation
- Set focused topical targets for the teams
- Use the simulation as an extended case studies, tailored to your needs
- Assess participants' performances and identify individual strengths and weaknesses
- Give valuation and feedback
- Creating and assigning personalized development programmes for the participants.

Agenda #3: Combination of the above scenarios. – *Examine participants' skills and improve where necessary*

SimTeam can also be organised in multiple sessions, so the trainer can offer 1.5-3 hours long sessions for the participants throughout the talent development or future leader programme. They can either run a different short case study in each session, or use one case study throughout the whole programme by maintaining team structures and simulation outcomes from session to session.

How can you use a SimTeam simulation during the course?

The prime reason for using the simulation is to exercise the new knowledge presented on the course. Simulations enhance the learning process.

Unlike lectures, where it is difficult to reflect and still listen to the lecturer, simulations provide

opportunities for reflection with participants moving in and out of the discussion as required.

Simulations are **motivational events** and participants are **very involved** in the process. This is because participants usually see simulations as competitions. This motivates in-depth discussion among them, ensuring deep processing and therefore assimilation.

Studies show that different learning approaches

have different **retention rates with practice** by doing (through simulation) delivering a seventy-five percent retention rate. ("Learning pyramid" - Motorola University: Creating Mindware for the 21st Century, Corporate University Xchange May/June 1996, Vol 2 No 3.). Simulations can be used to "revitalise" and motivate the group. This will also have a positive effect on the participants' absorption of knowledge.

Simulations can help linking theory with practice: the theoretical content must be complemented by sessions where participants **test their skills**.

When combined with traditional learning methods, business games increase efficiency of learning and help students make the connection between theoretical knowledge and professional challenges they will face in the real business world. Participants can experience the decision-making role of managers. As participants make actual business decisions and deal with the consequences of their mistakes, their knowledge retention increases exponentially.

About SimTeam simulation

SimTeam is a business simulation platform that models the operation of project-based enterprises. During the simulation participants form teams representing different model corporations. The participants act in different managerial roles inside the model corporations. The software simulates a competitive market where the model companies compete. In the course of the contest the participants learn how to formulate a corporate strategy and how to create an effective and efficient organisation to achieve their strategic goals.

SimTeam has automated financial functionalities (general ledger; balance sheet, profit and loss account, cash flow overview) according to generally accepted accounting rules.

Each team operates a model corporation, where this they will face immense market driven (external) challenges (which vary in the different case studies) and operational challenges arising from their available manpower and their cash flow situation. The trainer can assign individual missions and personal goals to the participants based on their managerial role in the simulated organisation. These individual missions and goals can be conflicting, which could lead to arguments among the team members similarly to a real life change management situation.

The trainer can also provide exercises for the teams (e.g. review and present strategy) in the course of the simulation.

Using case studies during the simulation

During the training, the trainers can use different case studies. Case studies are precisely constructed educational programs with specific initial conditions, scripted market events, and defined goals for the participants.

Case studies can be tailored to fit the goals of the training and the number of participants. Teams usually form their virtual company's strategy and make decisions in teams of 4 or 5 persons, but in certain scenarios they can also cooperate with other teams, building a greater discussion among participants, thus further stimulating interpersonal communication and making decision making even more complex.

You can choose from an ever growing variety of case studies, depending on your training purposes (short or long training, focus topic). You can choose from short and log simulation programs, or select a simulation where market trends change and participants need to adjust their strategies accordingly.
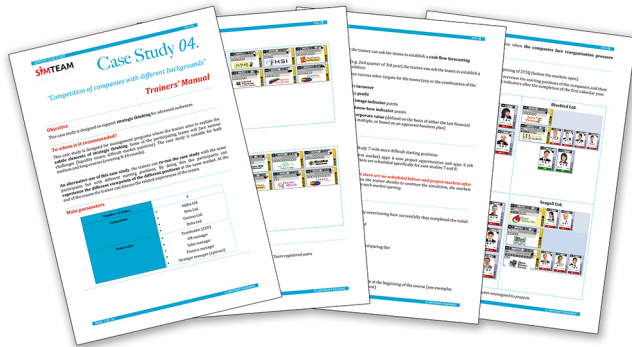
Most of the SimTeam case studies can be effectively applied to talent development and future leader programmes.