



EverythingHR

MAKING SENSE OF BUSINESS: A SIMULATION®

LEARNING FORMAT: CLASSROOM (ONSITE ONLY)

Employees are more likely to support organizational initiatives and objectives if they understand the rationale behind management decisions and realize how they can add to the company's success. Unfortunately, many don't always understand how and why business decisions are made.

In this engaging business simulation, employees run a business hands-on to realize how and why decisions are made.

DO YOU FACE ANY OF THESE ISSUES?

- > Do employees mistrust management's decisions or question how they are made?
- > Do they truly understand the "big picture" and how it determines business strategy?
- > Are they aware of how their own job contributes to the success of your business?

PERFORMANCE OBJECTIVES

Helps associates:

- > View business from the perspective of an owner and see how their jobs affect the overall business.
- > Explain the "whys" behind management decisions and organizational initiatives.
- > Make better job decisions because they have a big-picture view of business.

PRIMARY COMPETENCIES DEVELOPED

- > Business Acumen

COURSE OVERVIEW

- > **Month 1:** Learners fill out the "before" section of a survey with their views on how business works. They learn about the business they'll be running and the various pieces of the game simulation. Guided by the facilitator, learners play round one and complete the first month's business operations checklist. Business results from the round are posted, and the group discusses differences between cash flow and profits and why a company might need to cut costs.
- > **Month 2:** Learners review investment options and determine their team's business plan for the game by again completing business operations checklists. After results are posted, a debrief discussion focuses on the direct and indirect costs of business and the importance of managing both cash flow and profits.
- > **Month 3:** At the end of the third round, learners discuss how it feels to run a business, the impact of competition, and the importance of the customer. Concepts are tied to how competition can require changes in business plans and drive decisions.
- > **Month 4:** After round four, learners draw parallels between the simulation and the "real world" of business, specifically how the game reflects what might be going on in their own organization.
- > **Who Wins and Why:** Learners discuss who won the game and how individuals in an organization might define business success differently. Learners complete the "after" section of the survey. They discuss their new understanding of why business decisions are made and how their jobs contribute to the organization's success.

VIDEO SEGMENT SUMMARIES

- > No video segments are planned with this module.

COURSE DETAILS

- > **Target audience:** All employees up to mid-level leaders.
- > **State-fundable:** Yes (onsite).
- > **Course length:** 6 hours (onsite).
- > **Facilitator Certification:** Certified facilitator required.
- > **Prerequisites:** None.
- > **Optimal Group Size:** 8 to 16. 24 maximum.
- > **Course Prep:** No.

RELATED COURSES

- > Embracing Change
- > Making High-Quality Decisions
- > Accelerating Business Decisions (for leaders)