

Turnaround™

Business Simulation Series

TEAM DEVELOPMENT

- pen/paper
- case study
- change management
- 5-8 hours



It is unlikely that a change could happen all at once. Research shows that organizational change does not follow a standard pattern and that there are no recipes for change. Management teams need to establish priorities for the change process, to develop a change strategy fit for the organization and to be ready to modify or adapt these strategies according to the continuously changing environment.

Turnaround is a complex group simulation that can be applied to develop proficiency and planning abilities, participatory management, organizational change, synergy in problem solving and effectiveness in the decision making process.

The simulation is conceived to answer the needs of managers who wish to improve their organizational abilities for problem solving and wish to learn how to effectively approach the organizational change and leadership. It offers participants the opportunity to experiment the benefits of synergistically solving problems and to apply their effectiveness development techniques within a group environment.

KEY RESULTS

Turnaround helps participants:

- to see how their own assumptions, values and decisions regarding people, management and change influence subsequent decisions and results

- to use rational as well as interpersonal abilities in order to achieve a plan for changing a deadlock business into a profitable one
- to obtain feedback on their own manner of decision making and problem solving, with the purpose of identifying their strong points and improvement opportunities
- to understand the value of a participatory approach in management by comparing the implications of their own choices with more effective alternatives
- to adopt new techniques and strategies for improving the effectiveness in problem solving, decision making, planning, communication and management.

THE PROCESS

Turnaround places the participant in the role of leading one factory of a big manufacturer of household products, with factories all over the world.

The simulation challenges the participants to develop a plan for changing a factory with critical problems into a profitable operation, starting from analysing the factories' history and documentation (including financial situations, production data and the report of an external consultancy company). Participants respond individually and then negotiate their preferences within the team.

Length: approximately 5 - 8 hours for administration and scoring (or 3 - 5 hours if the individual solution is made as pre-work).

Leading an organization involves analysis and planning, as much as business strategy

Leading people is not a matter that can be passed on to the Human Resources Department, it's the responsibility of each manager.

Turnaround Retailing Simulation Key

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