

# Team Dynamics Training with SimTeam

# Our partners can customise the course objectives, the list of focus topics and participants' learning outcomes according to the focus of their course.

## Course objectives / Learning objectives

During the course participants can learn about **group development** in general, understand their strengths and weaknesses, and can harness their efforts towards team goals. Instead of arguing without listening to each other, they can learn how to create open and **constructive discussions** about the team's problems. They can also experience the different development stages a group goes through during its lifecycle.

Participants can demonstrate their ability to **comprehend and share knowledge** with other group members and colleagues. They can learn about the **effective communication** within and among different corporate functions. The trainer can complicate the simulation by changing team structures and members, thereby stimulating group development and team dynamics. Trainers are also able to extend the course with additional presentation tasks.

## Topics covered

- The stages of group development
- Shared problem solving, decision making processes and techniques
- Creating open and constructive discussions
- Setting group goals, clarifying expectations
- Defining roles and responsibilities, building trust among participants about authority and decision making

## Participant learning outcomes

- Understand team development stages: it is important to understand these stages as well as the attitudes that may come up within the participants during each stage, and how you can help this group development process and handle conflicts during the team development;
- Establish effective cooperation and communication: Participants can learn how to successfully argue about the company's problems, without sabotaging each other and without crushing individual creativity and ideas. They accept other perspectives of their problems as well, knowing that the team is greater than the sum of the individuals' qualities;
- Respect other team member's authority and opinions, define and communicate management and team member roles, understand team and individual strengths and weaknesses;
- Develop strategies for building high-performance teams and eliminate obstacles of effective teamwork.

## Who should attend?

Leaders who manage and/or work with teams currently or in the near future, and who are responsible for a team's performance. The course is designed for **newly formed corporate teams**, as well as **smaller groups of business school / university students**.

## Suggested training outline

The suggested length of a team dynamics course is 1 day.

The following structure is suggested:

- Introduction to team dynamics, group development and different team functions
- Team formation and introduction to the simulation environment
- Setting targets for the teams
- Simulation exercise in a competitive environment (with possible case studies).
- Focused exercises (e.g. open discussions in simulated problematic situations, balancing corporate functions)
- Review of key learning points

## 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.

The simulation provides an **engaging platform for the participants**, where communication, shared problem solving and harnessing individual abilities for the team's success are crucial for effective team dynamics. This will keep the audience members interacting with each other and with the content.

## 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 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 starting positions for the teams, pre-recorded market events, and defined goals for the participants during the whole simulation program.

Using different case studies, the simulation can be based on both small and large group sessions. Teams discuss their virtual company's strategy and decisions in smaller 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 the decision making processes.

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 long 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 team dynamics courses.

