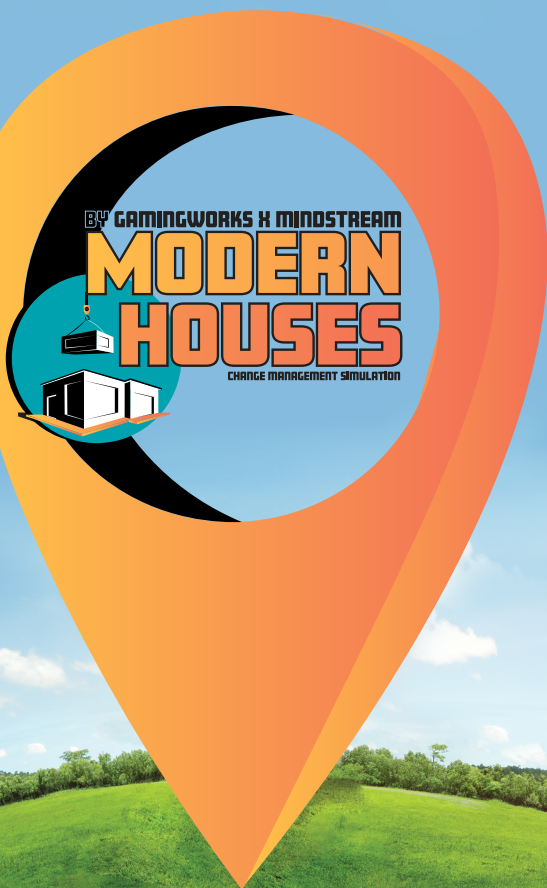


CHANGE MANAGEMENT SIMULATION





ABOUT THIS SIMULATION

SCENARIO

This simulation is about a family company that builds traditional houses. The father is leading the company and his 2 sons are managing the teams. The company buys the designs from an architect, sells the house to a customer and starts building the house with a team of workers.

The world is changing and economical and environmental aspects become more and more important. One of the sons is going to take over the company and decides to change the business model and the company structure.

His idea is to start building modern-houses. Cheap, fast and environmental proof and especially for young people who can hardly find a house.

This big step requires a well designed and managed change process that will focus on:

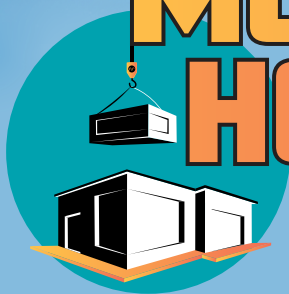
- 1.** Changing the companies structure
- 2.** Changing the business processes
- 3.** Developing new competences

The team must decide how to start the change process and choose the right change activities to reach the best results.

BY GAMINGWORKS X MINDSTREAM

MODERN HOUSES

CHANGE MANAGEMENT SIMULATION





GOALS FOR THIS SIMULATION

1. Bring the learning onto the level of Understanding and Application (Taxonomy of Bloom).
2. Let participants apply theory into a life realistic simulated environment.
3. Influence the 'Mindset' of participants. Create a own vision on changing organizations.
4. Participants develop their own approach how they deal with complex changes.
5. Learn to oversee and plan a complex organizational transformation.
6. Develop an 'Agile' way of organizing and executing an organizational change program.

TARGET AUDIENCE & HOW TO USE IT

BUSINESS AND MANAGEMENT

- Awareness
- Buy-in



TEAM EMPLOYEES

- Teach them how we are going to change
- Learn how to participate in Organizational Change programs
- Exercise after regular Change Management training

TEAM LEADS, CHANGE AGENTS, TRAINERS

- Learn how to facilitate



CHANGE MANAGEMENT ASPECTS

- 1.** Different approaches to change (waterfall, agile, hybrid).
- 2.** Multiple change management models (f.e. Kotter's 8-Step, ADKAR, Lewin's Model, Bridges' Transition Model).
- 3.** Not only one change to manage but thirteen.
- 4.** Treat changes in terms of projects, programs and portfolios.
- 5.** Easy to use (16 change activities) but with tons of possibilities and flexible to debrief by facilitator after the gameplay.
- 6.** Decisions about how to implement changes indirectly affect (via KPI) the entire organization and its financial results.



GAME PLAY ASPECTS

- Four rounds simulation, with 9 participants, 8 hours workshop
- Online (MURAL) and Classroom (Cards and other materials)
- Facilitated by game leader

ROUND 1

Team will 'learn' the simulation and how ModernHouses work. Purpose of this round is making the team comfortable with this Way of Working and to let them experience what will happen with people if they need to learn a new Way of Working.

ROUND 2

Start with making a Change Plan, followed by planning Change activities and continuing the old Way of Working and preparing for the new Way of Working.

ROUND 3

Only execute the new Way of Working and preparing for next Change (new technology, ECO modules).

ROUND 4

Fully execute the new Way of Working.

WHEN DO YOU MAKE MODERNHOUSES A SUCCESSFUL COMPANY?

1. Develop the best Change Plan based on facts and understanding the current situation.
2. Understand how people react on change and select the most effective Change Activities to deal with common change behaviors.
3. Transfer from the old Way of Working the the new Way of Working.
4. Keeping in mind: "We still have to run a company".
5. Balance the workload between doing the work, prepare change and execute change.
6. Retrospective after each round and learn.