TRICorporation

Experiential Leadership and Simulation Programs

Improved decision-making. Enhanced performance. Exceptional results.

3 Steps to Creating High Impact, Collaborative Business Simulations with Proven Business Outcomes

Our Agenda

We will discuss today

- Why Collaborative Simulations
- Three Steps to Create
  - Step 1 : Due Diligence
  - Step 2 : Elements of Design
  - Step 3 : Test & Deploy
- Other Considerations
- How to pair with Action Learning
- Q & A

WHAT WE DO

Why Collaborative Simulations

- Living in a interdependent world
- Competitive exercises can create tension (+/-)
- Global audience implications
- Explore interdependencies of success

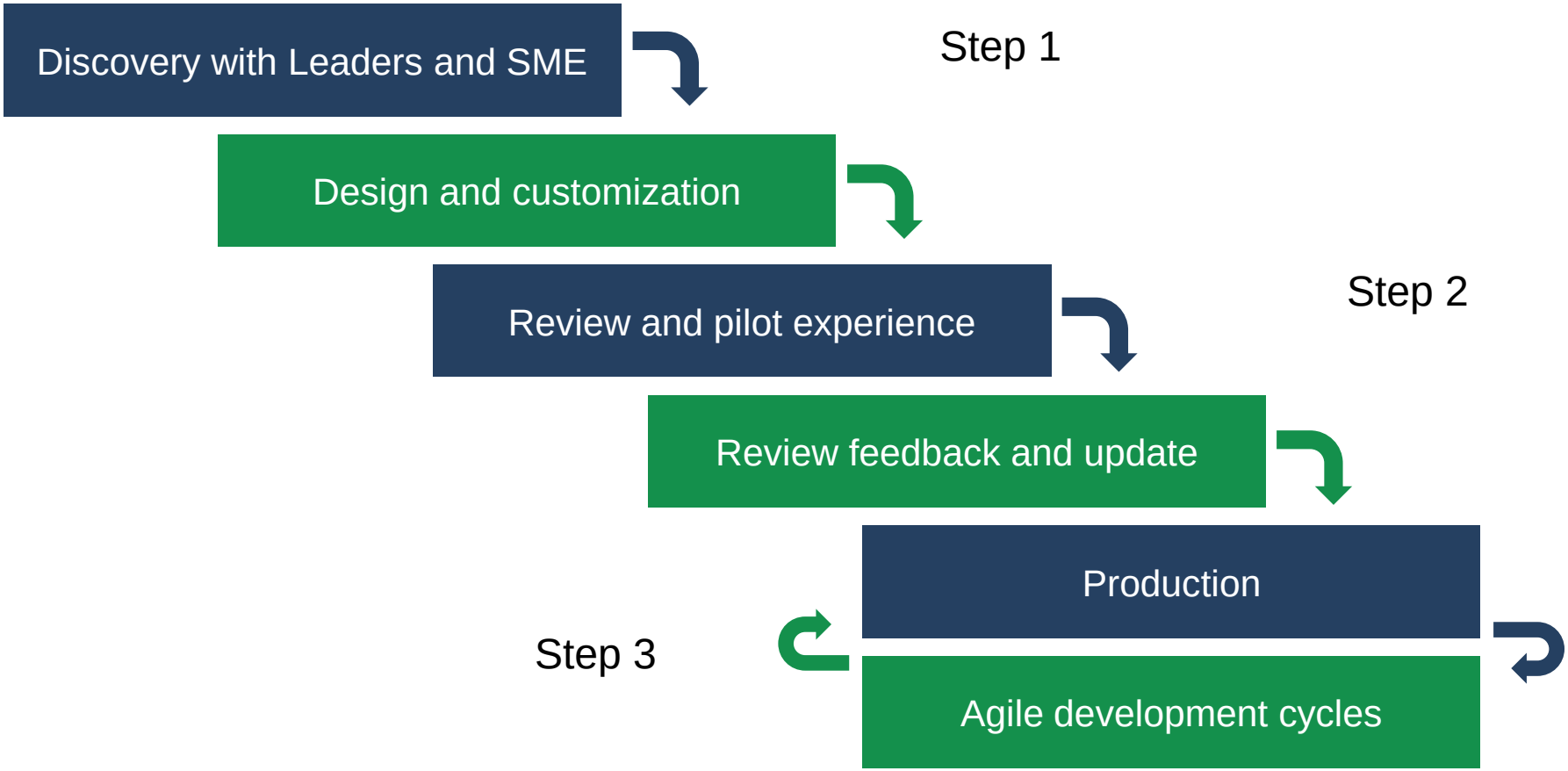
WHAT WE DO

Elements of a Successful Collaborative Simulation

- Decision Making Under Uncertainty
- Working in small teams
- Collaborating across the organization
- Aligning Decisions to Strategy
- Business Acumen
- Role Play on real world business challenges
- Reflection
- Leadership Presence

HOW ITS DONE

A Methodology



Step 1

Due Diligence

- Gain clarity on how the business functions at the division and enterprise level
- Seek to understand the interdependencies of action across various functions in the business
- Explore the cultural/behavioral issues facing the business
- Identify key decision points and success metrics
- Must be a broad reach across all functions and all lines of business

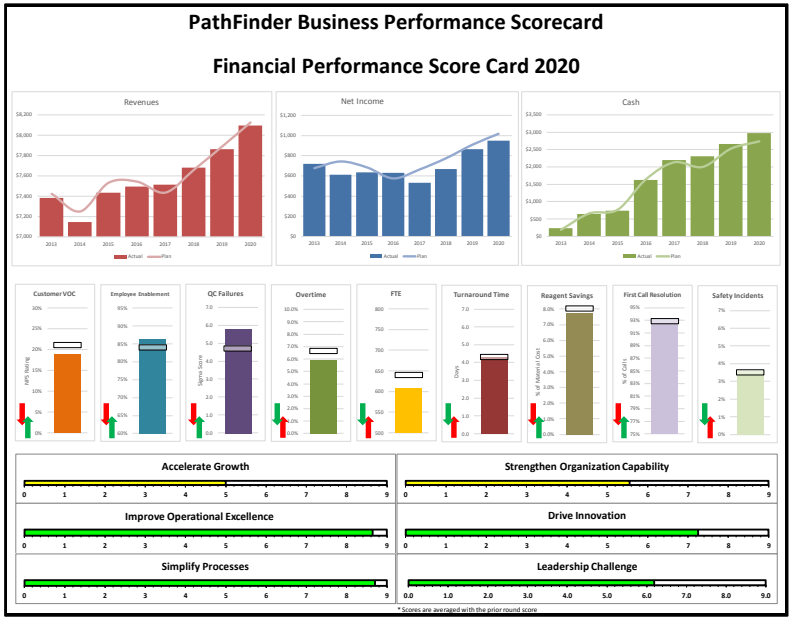
Resources to Interview

- Finance
- HR
- Sales
- Marketing
- Operations
- IT
- R&D
- Procurement
- Legal

STEP 2

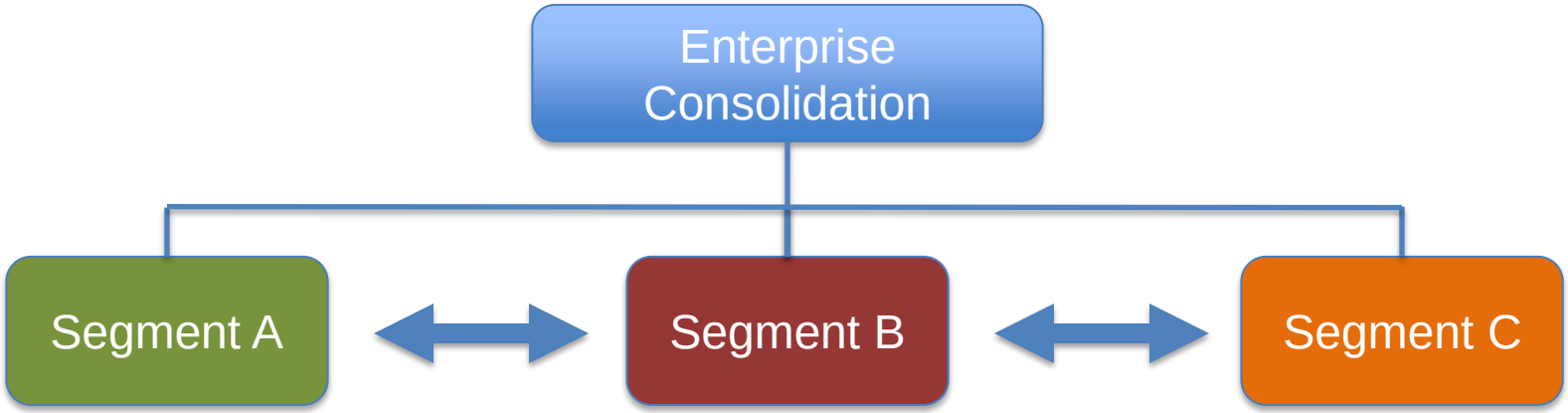
Design Considerations

- Number of Teams
- Decision Sets
- Number of Rounds
- Behavioral Elements
- Measures
  - Financial
  - Operational Measures
  - Strategy Scorecard
  - Success Criteria



STEP 2

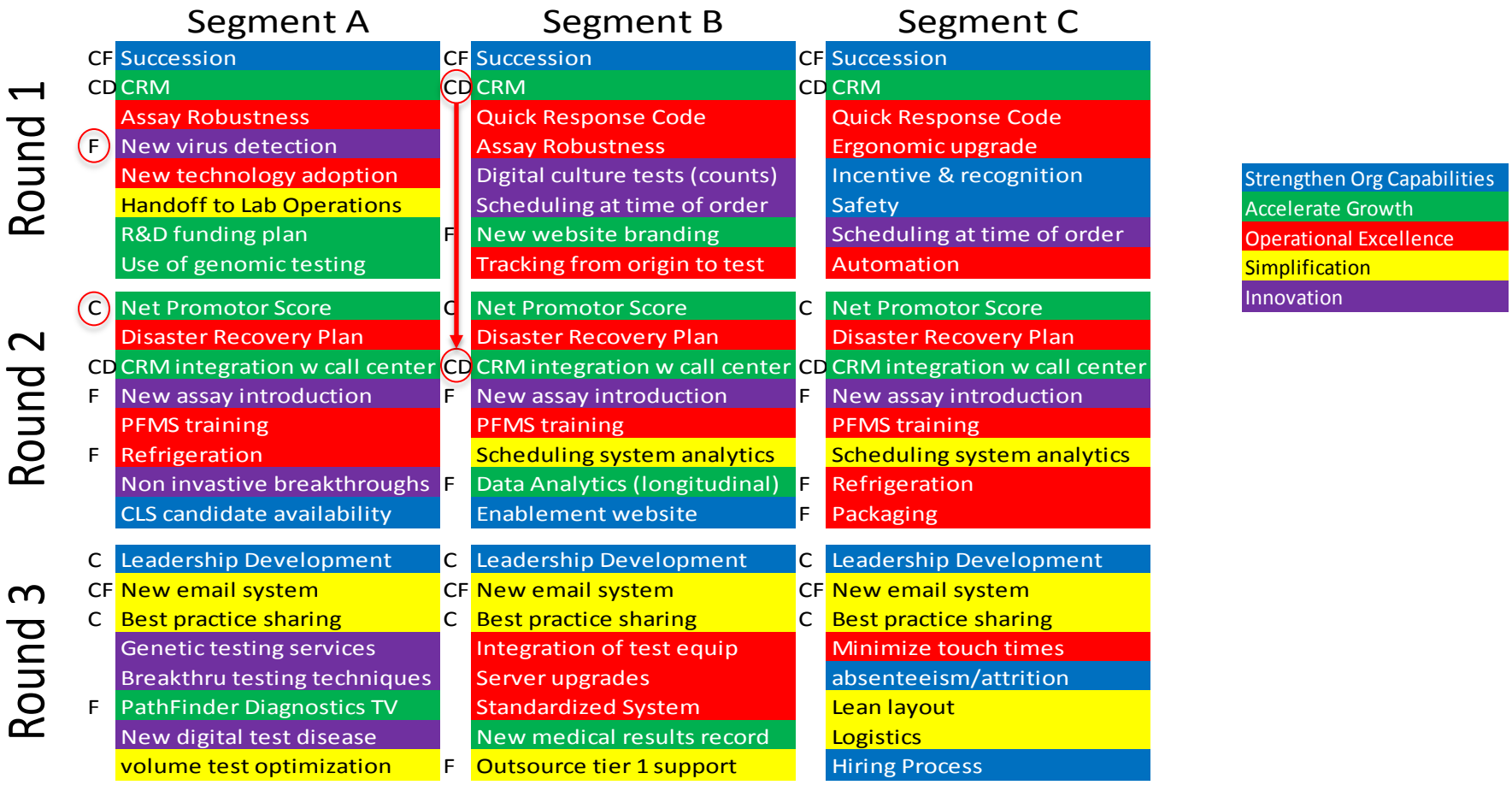
Design Elements



- Keep Number of Teams Manageable
- Segments (BU, Function, Geography, …)
- Differences in Segment Decisions/Outcomes
- Collaboration in some not all areas
- Decision outcomes (Fail, Success, Dependent, Collaboration)
- Role Plays
- Measurements

STEP 2

Decision Sets



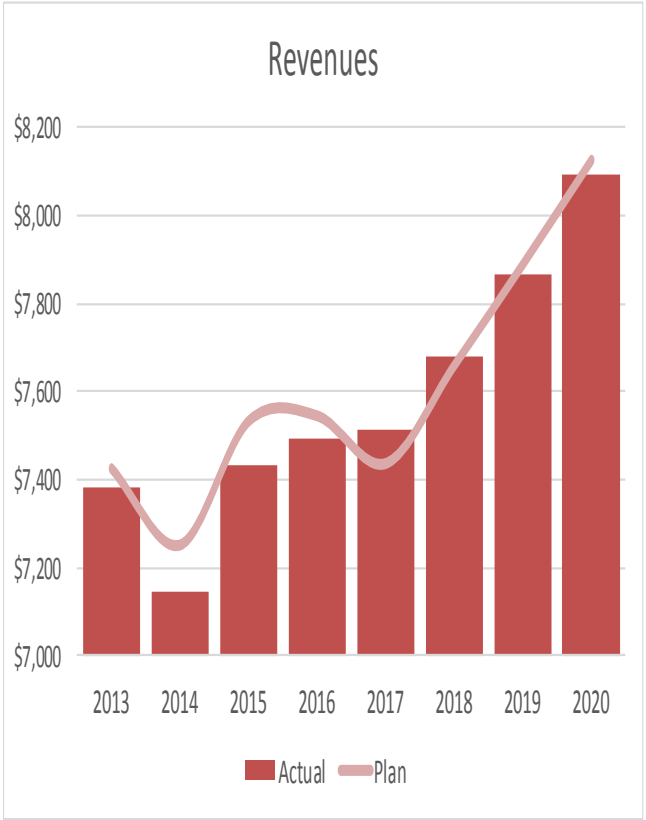
STEP 2

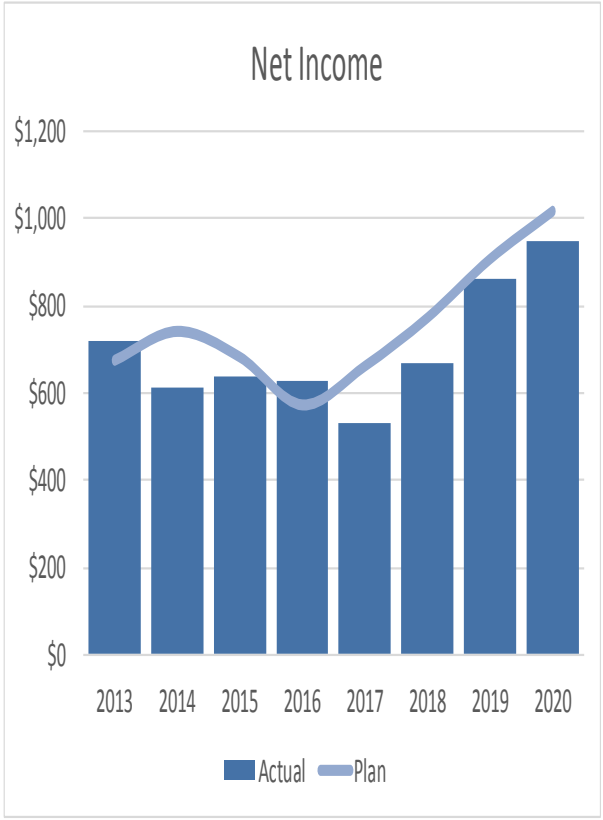
Role Plays

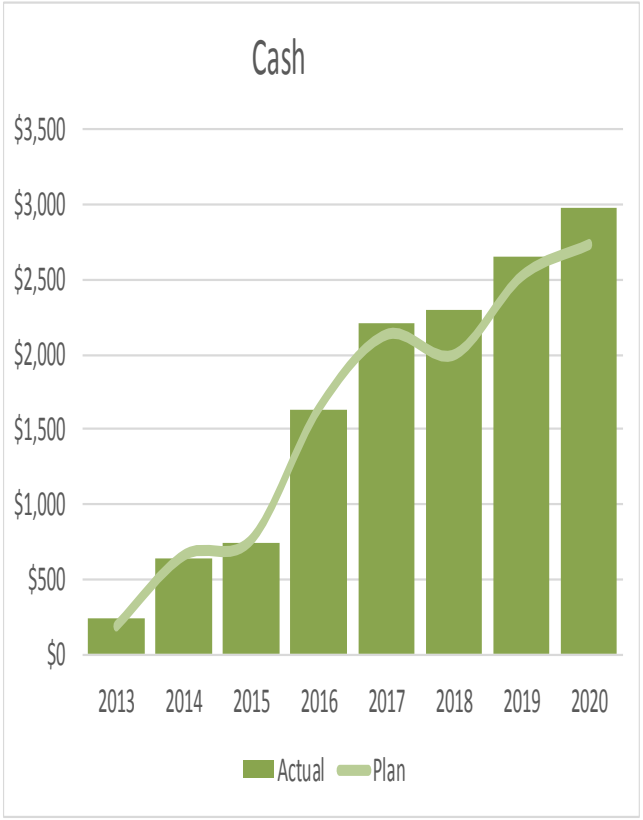
Scoring Criteria	
Case Response	**Leadership Presence**
Did they: ▪ Demonstrate an understanding of the case ▪ Do a thorough analysis of the case including: – Long term business implications – Long term and short term risks ▪ Demonstrate thinking related to the key themes of the program ▪ Take strong command of the issue	Did they demonstrate: ▪ Confidence ▪ Good presentation skills ▪ Clarity of communication ▪ Team effort ▪ Good listening skills
Circle the Score	**Circle the Score**
1 2 3 4 5 6 7 8 9	1 2 3 4 5 6 7 8 9
Weak / Fair / Strong	Weak / Fair / Strong

STEP 2

2020 Financial Results

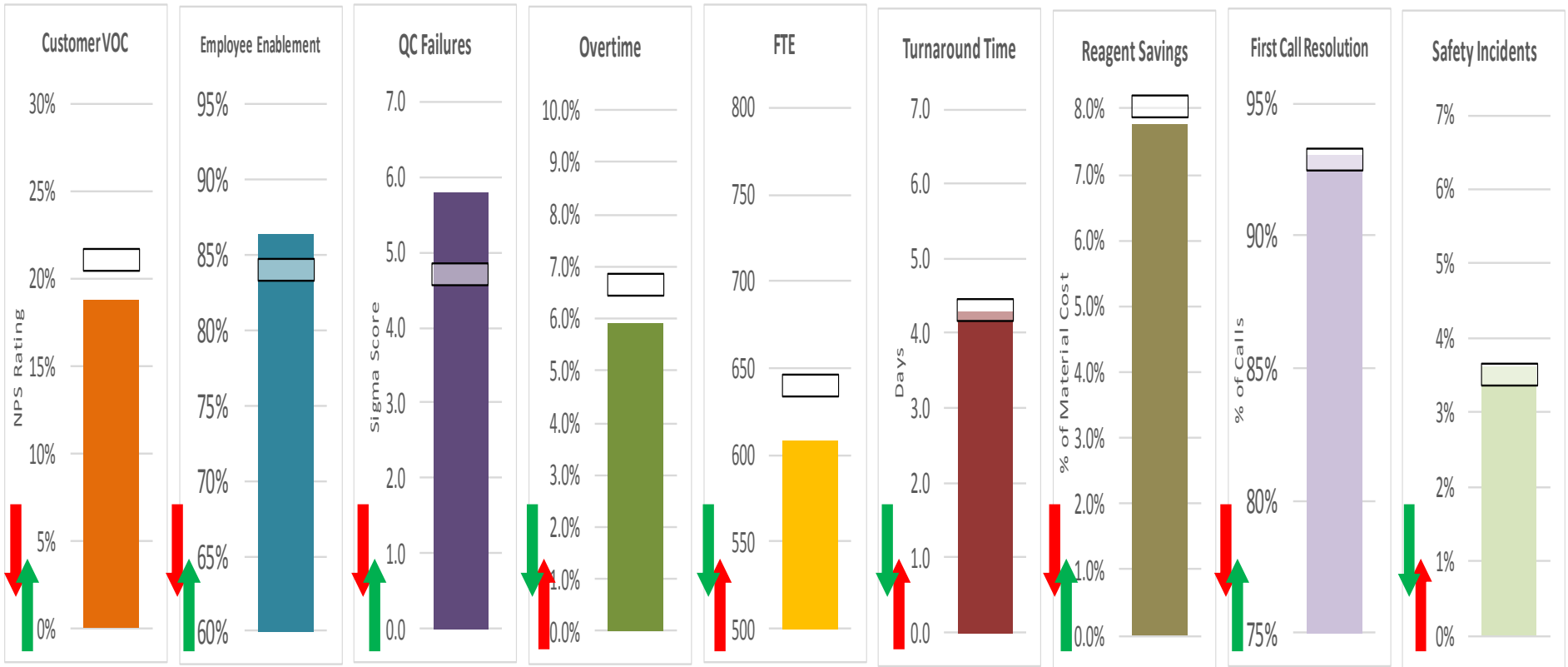






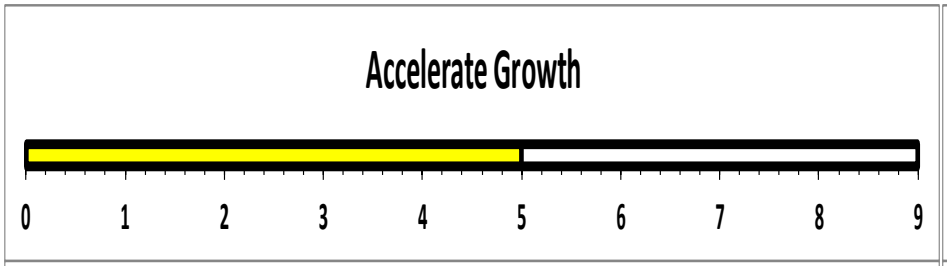
STEP 2

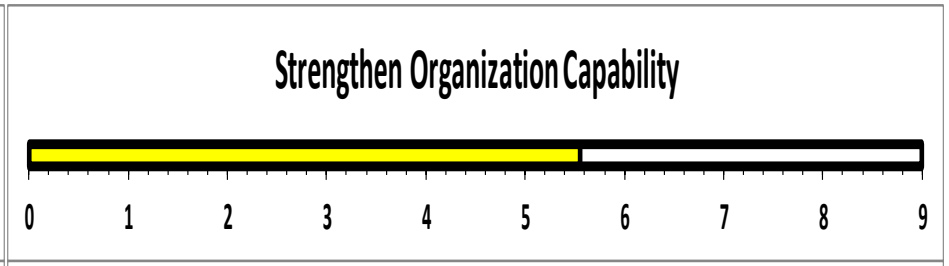
2020 Operational Measures

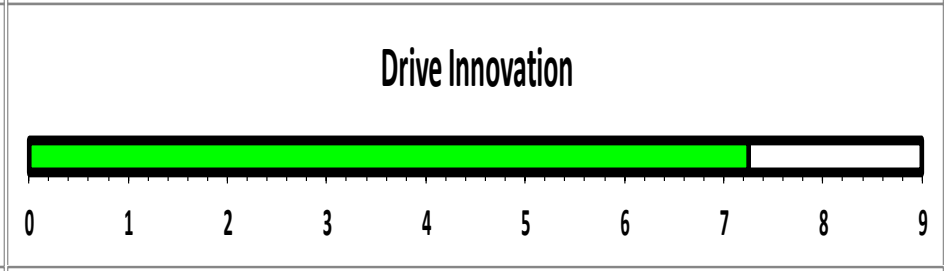


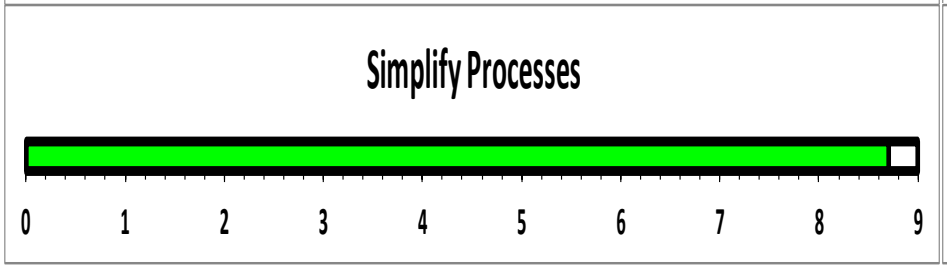
STEP 2

2020 Scorecard Measures









* Scores are averaged with the prior round score

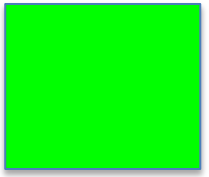
STEP 2

2020 Success Criteria

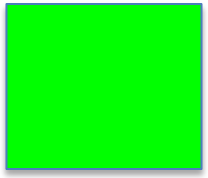
Revenues (3-5% AAGR)

Net Income Margin (12.1-17.1%)

Cash (Min +600M)



KPI (No Red, Min 3 Green)



STEP 3

Pilot and Production

- Testing, Testing, Testing
- Size of Teams
- Number of Role Plays per Round
- Pilot Phase
- Timing of Rounds
- Debrief Process
- Action Learning

In Summary

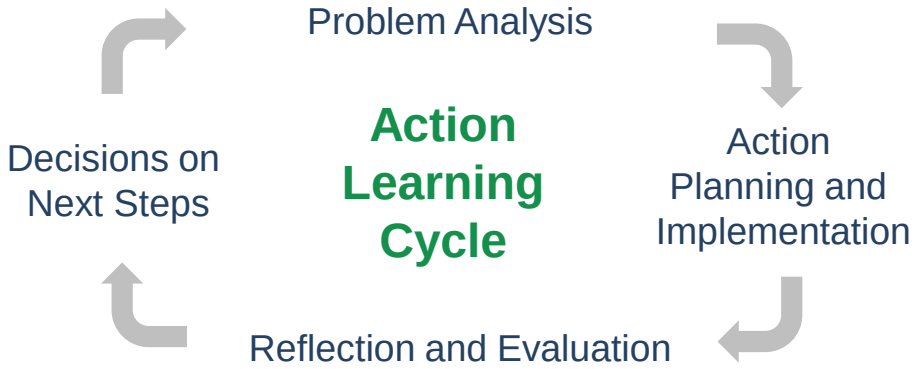
Reflection And Questions

MEASURING SUCCESS

Action learning

Multi-dimensional experiences

- Decision Making
- Leadership Challenges
- Live role play with Leader



Real world projects

- Apply leadership and business acumen
- Individual or team-based
- 3 to 6 month completion horizon

OUR CLIENTS

Current Clients

Thank you!

merci | danke | xie xie | grazie | arigato
spasibo | gracias | obrigado

Carlo Peratoner, CEO
Visit www.tri-sim.com