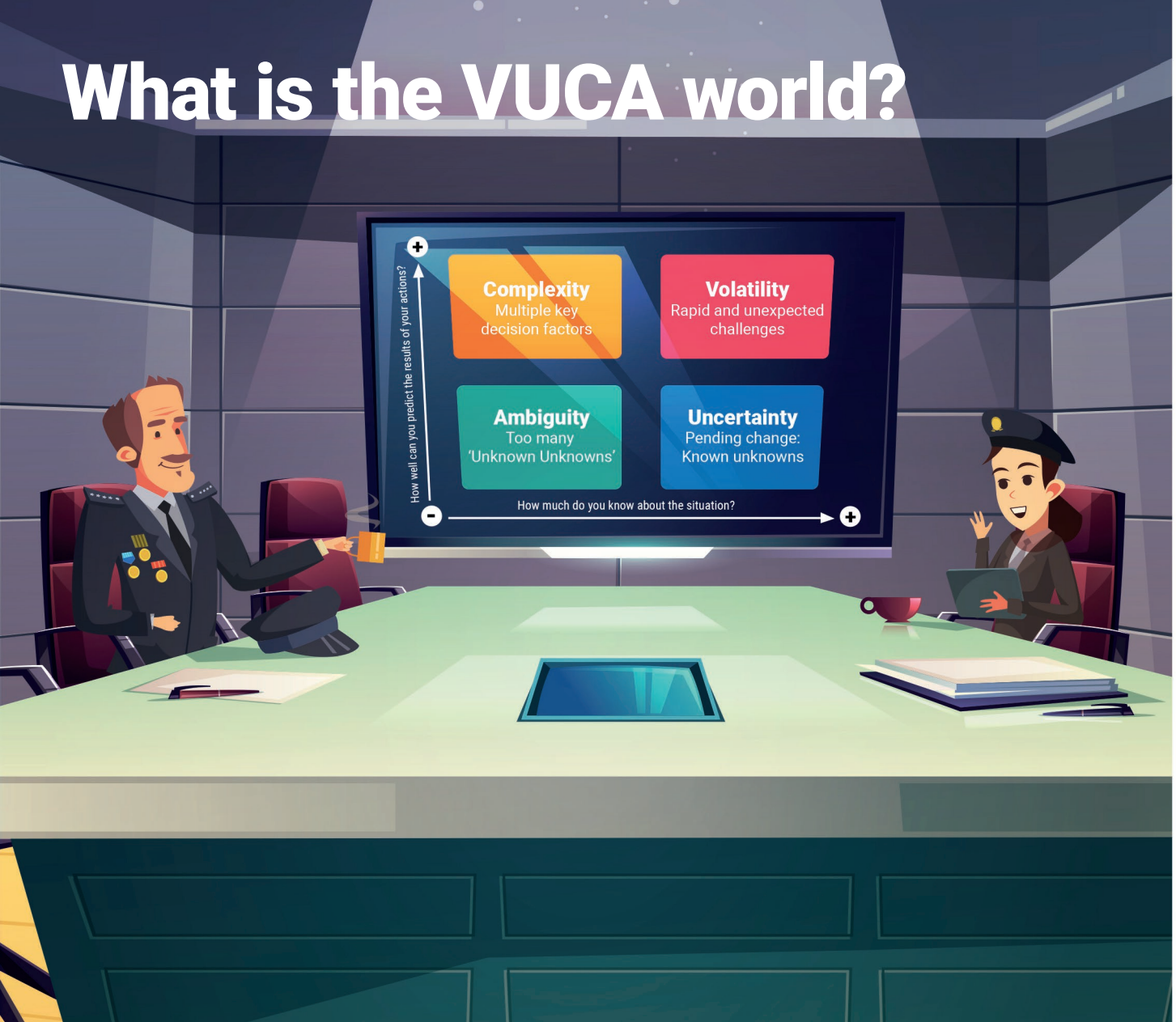
games for business
the learning experience
The only sure point left is change itself.
As a leader in the world of VUCA

What is the VUCA world?



In the 1990s, American soldiers began using it when a combat situation was precarious. Today, we are finding ourselves in a constant VUCA world.

V – volatility

U – uncertainty

C – complexity

A – ambiguity

Situation to resolve

Our environment is changing rapidly and the future is unpredictable: only one thing remains certain change itself

Yet leaders still need to ensure the functioning of their team, be credible and be able to build their trust.

Under such circumstances, the training of leaders cannot remain at the level of theoretical schemes either. You need a dynamic, flexible, agile training program that:

- Brings behavioral change
- Motivates
- Supports a global vision, and it also fosters the development of a managerial attitude (what is related to what, what are the consequences of a decision - or even the absence of a decision)
- Is continuously expandable
- Is able to develop theoretical knowledge, self-knowledge and situational skills at the same time
- Is interactive (as managerial work is also “measured” during interactions)
- Allows experiential learning as well
- Is personalized (individual learning path depending on interest and preparedness)
- Is suitable for measuring knowledge in “laboratory” conditions (not live)
- Is accessible in digital format -- regardless of environmental (pandemic or other) constraints

Target group:

- newly appointed managers
- managers with little experience
- future leadership
- leaders raised on outdated leadership strategies

Environment:

The training takes place in an imaginary company where the participant is a leader sent by his/her supervisor to a VUCA training.

Concept

With the quizzes and tests completed during the training, participants learn what VUCA is and how to overcome the challenges of the VUCA world. They get to know the possible methods and models to follow. All this both on a theoretical and practical level.

From a practical point of view, participants have to deal with various problems. Each challenge opens when a participant has completed quizzes with related knowledge. In situation-based exercises, the participants can build on what they have learned in the quizzes and also gain insight into the limitations of the theories.

Learning steps:

1. Acquisition of basic knowledge related to the topics in the form of quizzes
2. Outline of a situation / understanding of the situation / identification as a leadership situation
3. Making a decision appropriate to the situation
4. Facing the consequences of the decision: optimal / appropriate / risky or not expedient
5. Explanation: why this is the optimal or possibly the wrong decision

Practical situations

1. **Deteriorating mood survey results** *(Ambiguity)* The results of the regular mood surveys in the leader's team show an unexpected deterioration.
2. **Service stopped** *(Ambiguity)* Due to the changing regulatory environment, one of the services provided by the company must be discontinued.
3. **Uncertain customer demands** *(Volatility)* It is not possible to predict what the demand for a seasonal product will be.
4. **Unexpected popularity** *(Volatility)* Social media highlights one of the products, the production of which requires thorough preparation and planning.
5. **Overly successful process** *(Complexity)* The participant successfully introduced a process in their department. He/she is asked to introduce it throughout the company.
6. **Contagious strikes** *(Complexity)* A strike breaks out in one of the company's units. The company's management is concerned that the strike could spread to other units.
7. **New competitor in the market** *(Uncertainty)* The company finds out that one of its biggest competitors is entering the market with its product that is very successful in other countries.
8. **New owner** *(Uncertainty)* The company is sold. Not much can be known about the new owner.
9. **The request by the CEO** *(Complexity-Ambiguity)* The CEO assigns a special task to the participant, which, however, is more difficult than thought.
10. **New Investment Opportunities** *(Volatility-Complexity)* The participant is the leader of a team tasked with assessing blockchain investment opportunities.
11. **Post-Brexit cooperation** *(Uncertainty-Complexity-Ambiguity)* The company is looking for cooperation opportunities with British partners after Brexit.
12. **Epidemic** *(Volatility-Uncertainty-Ambiguity)* During an epidemic, the company must communicate with its employees in the midst of unpredictable government measures.

Advantages

- **Tailor-made development**
- **Motivating form of development** - FUN
- **Flexible** (in time: participants can complete most tasks when it suits them)
- **Trackable** both for the management and for HR (both individual progress and motivation can be achieved)
- **Continuously expandable** with emerging leadership situations, problem situations (based on request)
- **"Knowledge base"** approach as well (good and less effective solutions to a problem or difficult situation)
- **Establishes and strengthens corporate / managerial culture** (uniform, shared principles, solutions are guiding, exemplary)
- **Increases the resilience of the organization** (applicable in all situations, effective - it can strengthen cohesion, the uniform and effective action of managers in a crisis situation)

Applied methods

- **Different types of quiz exercises** (knowledge transfer, reaffirmation and assessment)
- **Knowledge battles** (knowledge-based, P2P competition among leaders)
- **Situational exercises** (dialogues, situational exercises based on the tree-matrix principle, to measure and visualize progress, practice and live modes)

Measurability

- **Users**
  Track the training process and track personal history.
- **Leaders**
  Track the activities of the colleagues participating in the training.
- **HR team**
  Detailed analytics, data export capability.

About us

games for business
the learning experience

Since 2016, Games for Business has evolved into a key learning solution provider for multinational enterprises. We are extremely proud that since we have started implementing our platform, we have not lost any client from our portfolio, which includes globally recognized brands such as Coca-Cola, Deutsche Bahn, Generali, HOYA, Intesa Sanpaolo, KPMG, NN, OTP Bank, Telekom or PwC.

Our clients come from several international regions.

We have also established international partnerships in several countries like Austria, Argentina, Italy, Malaysia, Romania, Turkey or the UK.

Awards

HCM Excellence Awards

Excellence in
Talent Management (silver) &
Excellence in Learning (bronze)

The Learning Awards

Learning technologies award (bronze medal) & Onboarding programme of the year (finalist)

Learning Technologies Awards

Best learning technologies project, international commercial sector (silver award)

Comenius-Edu-Media-Award

Engage Awards

The Best use of Training (golden award)

Clients

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HOYA
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AEGON
ERSTE Bank

Are you ready to join us on our mission?

Do it for your employees, for your organization, and for the environment!

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