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SimTeam

In the business simulation SIMDUSTY® SIMTeam, your participants become team managers of competing companies. Throughout several business sequences, they encounter complex team situations and events. They learn leadership tools to maximize team cohesion as well as the motivation and performance of team members, always to achieve the best “Team Performance Score” in the competition.



Learning Objectives:

- Spot the stages of team development to uncover interpersonal dynamics.
- Experience hands-on strategies for smart, effective delegation.
- Distinguish between what keeps teams satisfied and what truly motivates them.
- Simulate decision-making under pressure to observe how the team perform.
- Understand the onboarding of a new team member on team dynamics and how to integrate them effectively.
- Use the Golden Circle to align your team's purpose (WHY) and direction.



Essential Learned Capabilities

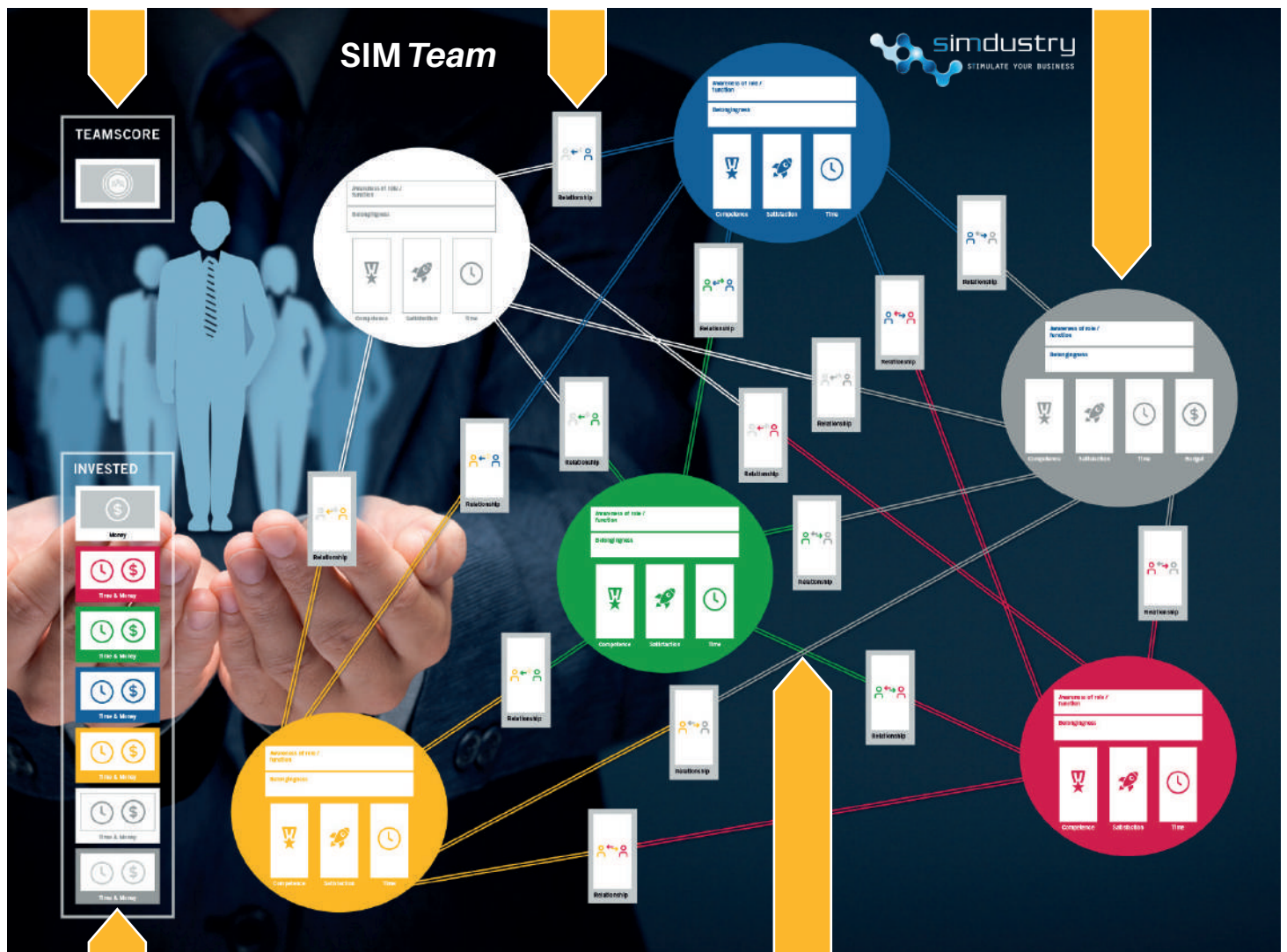
- Building High-Impact Teams
- Conflict Resolution
- Impactful Communication
- Strategic Goal Mapping
- Results & Growth Alignment
- Purpose-Driven Leadership
- Smart Decisioning

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High-performing teams grasp the success factors for steering a team.

Leadership tool kit - apply instruments to analyze & develop each team member and create clarity on team roles, team values and team goals.

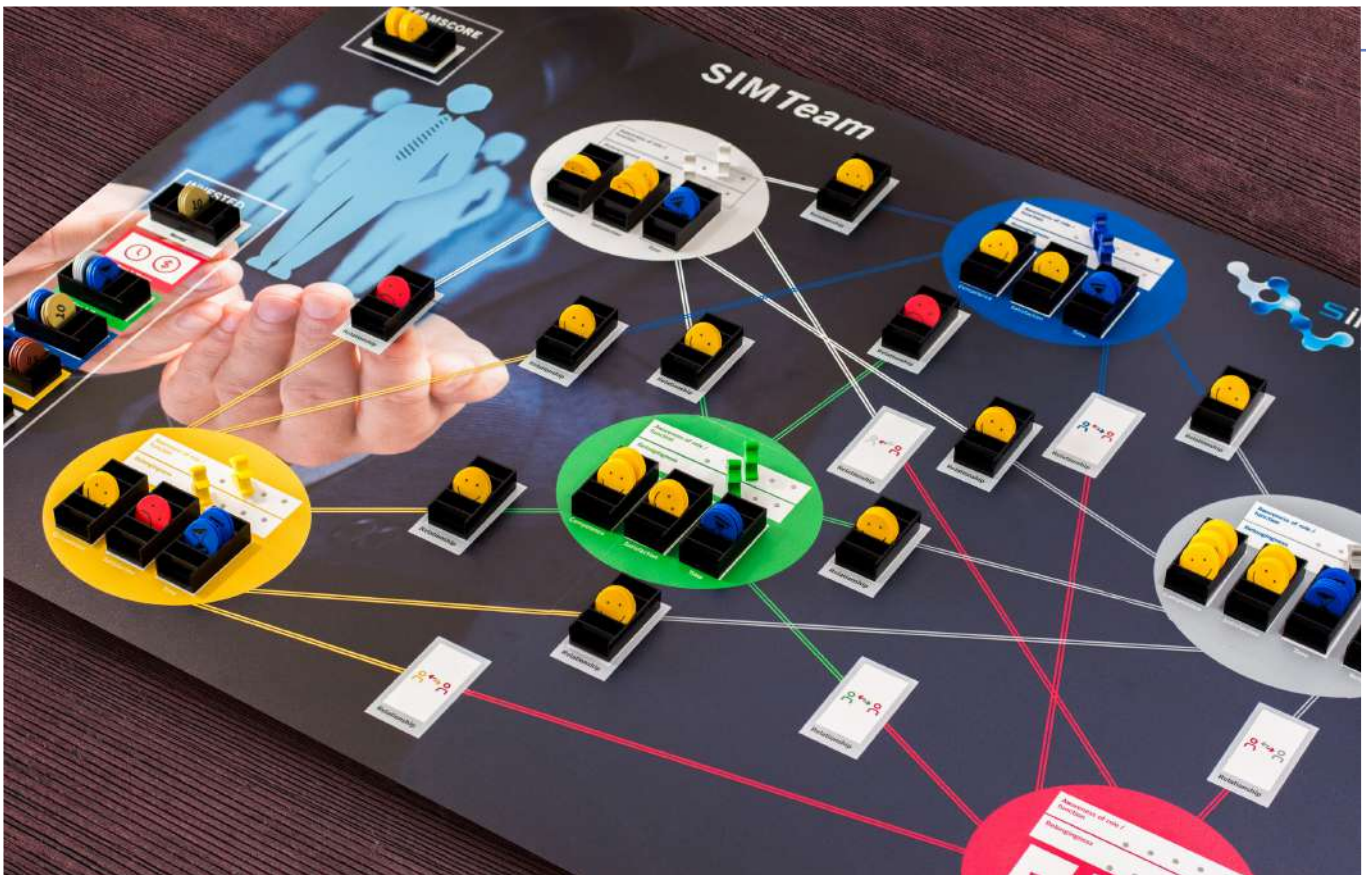
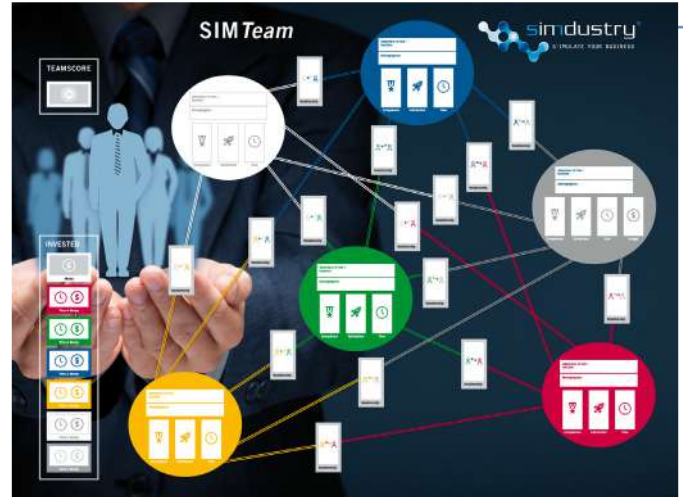
Competition for customer orders - experience the impact of team performance on your financial success



Resource management
- master the challenge to develop your team under limited time and financial resources.

Relationship management - gain awareness of your responsibility in team development, relationship building and performance management to boost constructive team interactions and bond the team.

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Models Covered in SimTeam

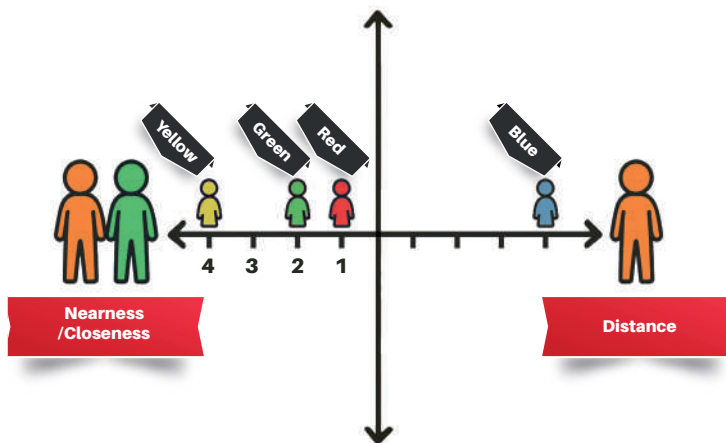
- Riemann-Thomann-Model
- Belbin Team roles
- Tuckman's Team phases

- Herzberg's 2 factors
- Motivation Matrix by Charles Garfield
- G-R-I-P Model

- The Golden Circle
- 7 Levels of Delegation
- Hiring new team member

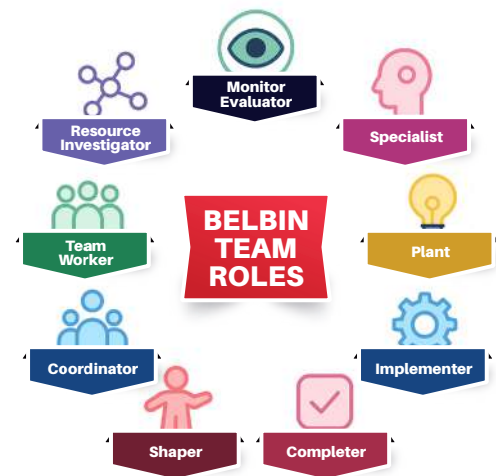
Riemann-Thomann Model

- Analyze different personality preferences (Closeness, Distance, Continuity, Change) and their impact on teamwork.



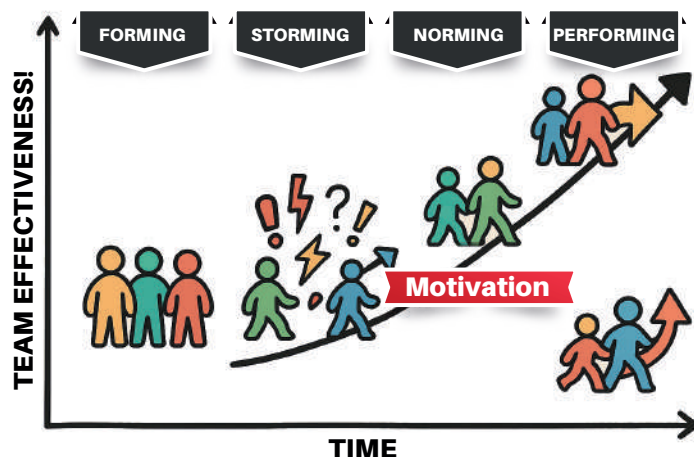
Belbin Team Roles

- Identify and leverage the nine different team roles to maximize team effectiveness.



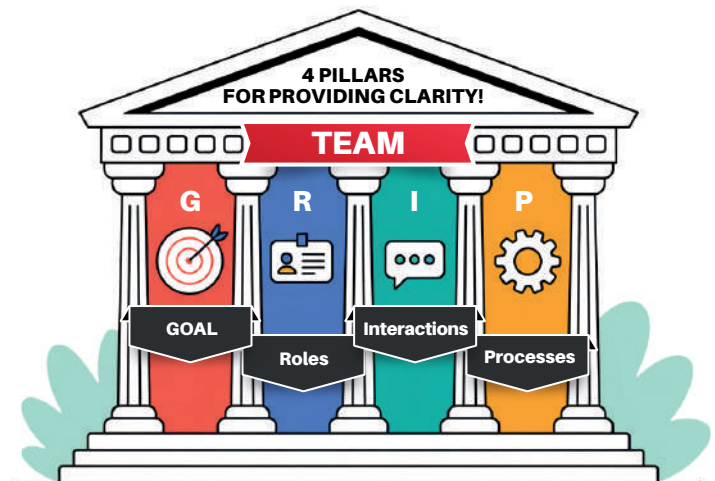
Tuckman's Team Phases

- Understand the five stages of team development (Forming, Storming, Norming, Performing, Adjourning).



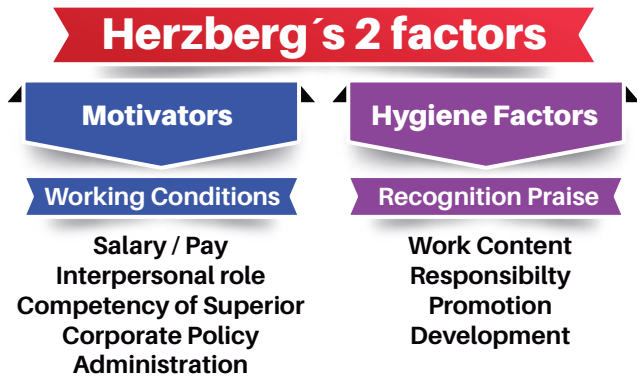
G-R-I-P Model

- Establish clear goals, roles, interpersonal relationships, and processes to enhance team performance.



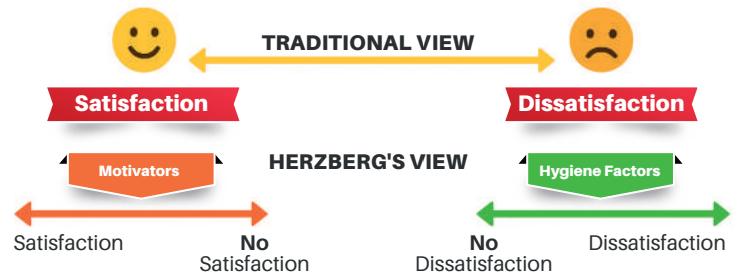
Herzberg's Two-Factor Theory

- Distinguish between hygiene factors (job conditions) and motivators (growth opportunities) to increase job satisfaction.



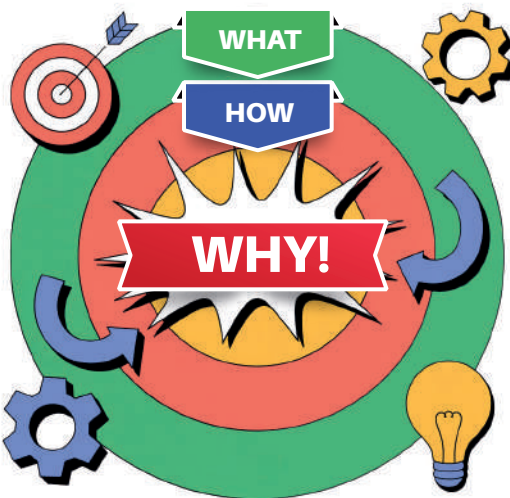
Motivation Matrix by Charles Garfield

- Develop personalized motivation strategies to enhance team engagement and productivity.



The Golden Circle (Simon Sinek)

- Articulate a clear and inspiring "Why" to drive team motivation and engagement.



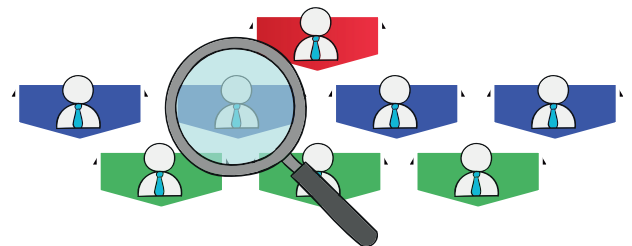
7 Levels of Delegation

- Leaders choose the right level of control or freedom when assigning tasks, ranging from full control to complete team ownership.



Hiring a New Team Member

- Explore how teams adapt to a new member without disrupting the flow or team dynamics.



Duration

- Option One:** A two-day training program encompassing six essential models.
- Option Two:** A three-day comprehensive program covering nine in-depth models.