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Active Learning with Leadership Simulations

Nothing leaves a more lasting impression
than your own experience

FOCUS

Active Learning supports a holistic approach to personal development that promotes openness, self-reflection, personal growth and learning agility as important competencies of the future.

The basic idea of Active Learning

A hands-on approach with a profound impact.



86%

of the companies place a particularly high value on the practical relevance of their personnel development.

With our Active Learning approach, we contribute to self-development in an increasingly complex, dynamic and digital world. Our simulation formats enable personal transformation processes through unfamiliar, challenging situations, changing perspectives, and socially interactive learning and reflection spaces with a high enthusiasm factor.

For us, Active Learning means at its core: Within our simulation trainings, the participants' own perception is sharpened (MY WORLD), their own effect on others is reflected (MYSELF) and authentic influencing is trained (MY IMPACT).

Characteristics of our Leadership Simulation

In our simulations, the high level of activity and interaction of all participants creates a lively dynamic. Challenging situations make experiences possible that are more deeply anchored in the memory than classic seminars that impart knowledge.



The simulation as a safe learning space

Our leadership simulation is like a driver [safety training](#) course: Participants are confronted with realistic and dynamic situations [to prepare](#) them for challenges in their daily work and to remain capable of acting in an emergency.

In this way, a [behavior-oriented](#) leadership simulation is used to put together an individual training ground for the business world from the various elements. For example, this helps aspiring leaders address particular

leadership challenges or provide a self-updating of leadership actions and mindsets for experienced leaders.

Participants then receive [feedback](#) on their actions from different perspectives and gain [self-awareness](#) as well as [confidence](#) for their everyday work as a manager.

Experiential learning with the simulation

Our leadership simulation is a behavioral development method that facilitates experiential learning through repeated rounds of implementation and subsequent reflection and feedback.

The leadership simulation realistically depicts the everyday work of the target group with its specific challenges in a holistic context. Result and employee orientation are equally important and made measurable here.

How a simulation round works

In concrete terms this means that a group of mostly 7 to 12 participants carries out a simulation together: They work within a fictitious company in various department rounds for approx 60 to 120 minutes at a time, solving various challenges and working on projects and tasks. All participants are active at the same time so that no one falls into the role of spectator.

Feedback & reflection

Each simulation round is followed by direct and structured feedback from several perspectives. This serves to reflect on the experience and learnings and creates a lasting self-awareness of one's own behavior. This feedback is usually supplemented by thematically adapted inputs before a new simulation round starts.

Various topics & tasks

Due to changing topics, tasks, projects and critical incidents, the individual simulation rounds are different, but still comparable. The participants rotate in managerial and employee roles and learn with and from each other through the change of perspective.





Customizing the Leadership Simulation

Adapt the Leadership Simulation to your individual requirements



The various simulation formats in our portfolio are adapted to the customer's objectives. Different levels of individualization of the simulation are possible. On the one hand, there is already a variant-rich product portfolio with various selection and customization options. On the other hand, we can develop a tailor-made simulation according to defined requirements.

As part of [standard customizing](#), inputs, framework topics and the guiding criteria and values in the feedback process are coordinated for each customer or purpose. This enables a targeted orientation of the simulation and subsequent reflection on the competencies or behaviors to be developed. This results in customer-specific handouts and materials for the feedback process.

In the context of [co-creation](#), various requests for content adjustments, such as critical incidents or specific task focuses, can be discussed or designed together. Depending on the co-creation request, the customer dives deeper into the concrete topics and projects of the individual simulation rounds.

“The various elements of the leadership simulation can be adapted to specific requirements and purposes. Our customers can choose from different degrees of customization, so that goals and thematic focusses can be implemented with the leadership simulation.”

Michael Kühner, Managing Partner

If a [tailor-made new development](#) of simulation elements is desired - for example, a certain thematic or industry-specific focus - individual simulation development is also possible. As experts in the implementation and conception of behavior-oriented simulations, we are happy to support and advise you in the development of new development formats and measures.

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**Impact feedback
enables sustained self-
awareness and paves the
way for personal growth.**

Christine Wendl, Partner

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**The Leadership Simulation was an eye-opener for me
personally and for colleagues, and since all leaders
participated in the format, we knew at once where we stood
with the entire organization.**

Stefan Bolle, Managing Director Stock Exchange Stuttgart

Interaction and Reflection

The special features of our Leadership Simulations are the high level of interactivity and dynamics so that participants are quickly immersed in the simulation and their behavioral patterns that they normally default to.

The subsequent feedback leads to real “aha”-effects that are directly linked to experiences and emotions.

This combination of practice and reflection makes our leadership simulations sustainable and highly valuable for deep learning experiences.



>1.000

Participants
experience our
Leadership
Simulation
annually.



Experiential learning through the Leadership Simulation

Sustainable development through the right mix of challenge and reflection

The "fun factor" or playful elements are often mentioned as a requirement for good learning conditions. On the other hand, scientists emphasize that a certain stress factor is equally beneficial for learning. Simulations counter this apparent contradiction by combining both: the high dynamics and unpredictable situations create a certain amount of positive tension or slight stress.

At the same time, the protected setting, direct reactions of the other participants and feedback provide a balanced combination and thus a positive and deep learning effect.



The Leadership Simulation is a learning setting with coaching effect, as participants learn to recognize, reflect and solve the challenges themselves.

Jochen Voss, Partner

In the context of this explorative and active learning setting of the simulation, discrepancies, conflicts, contradictions, surprises and irritations are triggered, which particularly promote the networking activities in the brain and lead to the fact that the participants open up new problem-solving actions.

The situations must be actively controlled and require quick decisions. Interaction with the other participants enables learning in social contexts. The participants review their own actions by mastering challenging situations and get subsequent feedback, therefore acquiring new experiences and action competencies.

In addition, a safe and appreciative learning atmosphere and the perception of mistakes as an opportunity for development and growth have a particularly intensive impact on implementation into practice.

Goals

- Determining the location of action patterns and skills
- Dealing with challenging situations
- Awareness of social interdependencies and dynamics
- Learning key competencies and developing strategies for action
- Training constructive feedback (giving and receiving)
- Stimulating and strengthening self-reflection through impact feedback
- Discovering role preferences and clarity for career development
- Deriving self-knowledge for concrete development measures
- Sensitivity for influencing and impact factors in interaction with different personalities
- Evaluation of leadership knowledge and skills
- Practical examination of cultural guidelines and values (operationalization of guiding principles)
- Support and empowerment for team building and team development

Application examples

- Practical training that reduces abstract discussions and enables competence development and expansion of the scope of action
- Orientation center for talents to deal with different group dynamic processes
- Diagnostic method for determining action competencies or development gaps between potentials and competences
- Location determination and decision support for career paths, strengths and preferences as well as the derivation of development measures
- Preparation for significant new roles or competencies in the organization
- Kick-off for coaching or team development processes
- Support for organizational development and change processes to experience the impact of new requirements and behaviors
- Experience learning module for collaboration and cross-team cooperation
- Practical module in blended learning concepts to support a holistic learning architecture

Simulation Portfolio

For our simulations we offer a broad spectrum of topics with the possibility of setting different focal points, so that the training objectives are in line with the personnel development strategy and specifically tailored to the target group.

The behavior-oriented simulations bring the participants' everyday working life with its company-specific requirements and values into the training room.

This makes personal challenges tangible and creates real practice-oriented approaches to solutions.

Proven Process

More than a thousand participants take part in our interactive-dynamic simulations every year. Among them are not only experienced executives, high potentials and junior staff, but also project and production managers, specialists and intercultural managers.

As experts in talent management and leadership development, our portfolio focuses on leadership topics that are highly valued by many companies.

Your talents and executives are confronted with realistic and dynamic situations in the simulation trainings to prepare them for challenges in their daily work and to remain capable of acting in case of emergency.

We create an individual training ground for everyday business with a behavior-oriented simulation consisting of various elements.



This helps leadership talents and executives to cope with special leadership challenges. Afterwards, the participants receive feedback on their actions from different perspectives and thus gain confidence for the real everyday business life as a leader under leadership conditions.

Leadership Simulation

Our core product, the Leadership Simulation, offers junior and senior managers as well as potential candidates the opportunity to experience and further develop their leadership behavior in challenging leadership situations with situationally replayed critical incidents.

Next Leadership Experience

What does leadership in a new working world look like and what challenges does it pose? In the "Next Leadership Experience", participants learn how to deal with new challenges and changed expectations. In this way, they gain a practical view of agile and digital leadership methods and values. They get to know new roles and behaviors and expand their leadership flexibility.

Leading the Matrix

Many companies work in a matrix-like structure, as the coordination and decision-making processes are very efficient. In the simulation "Leading in the Matrix" a field of tension is depicted within a functional-object-related matrix organization, whose divisions and departments have to coordinate and cooperate on tasks. Participants can con-

sciously reflect on this field of tension in the simulation and get a chance of changing perspectives by experiencing different roles.

Project Management Simulation

In this simulation, project managers and junior staff can strengthen their project management skills and practice leading and managing without disciplinary power in critical project situations. In various simulation rounds, the participants go through the typical phases of a project and master different project tasks. The coordination between line and project is particularly important in order to strengthen lateral leadership.

In addition to the usual tools and methods of project management, the focus is on teamwork, collaboration and joint interaction.

Intercultural Leadership Simulation

Intercultural managers, expatriates and international project managers are sensitized to managing at a distance, to dealing with increasing cultural differences and to the growing dynamics and complexity of global cooperation. In accordance with the diversity approach, competencies are also developed for everyday international corporate life.

Good to know

We are constantly developing our simulations in order to offer new focus and to broaden the range of actions for the participants in special-ized contexts. Our simulations are conducted in English and German, as a live training or remote.





Contact

You want to get started?
Our Canadian Partner is looking
forward to hearing from you!

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About Strametz

At Strametz & Associates, we are one of the leading providers of practical solutions for human resources and organizational development. With more than 25 senior-level consultants and over 25 years of experience, we develop talents and leaders.

Our clients are medium-sized companies, major international corporations and individuals. On the basis of effective personnel diagnostics, we impart innovative know-how within the framework of leadership simulations and individual development concepts for individuals, teams and organizations.

We advise on transformation processes as well as on questions and issues of personnel selection and development.