Simulation Centres

Simulation Centres are an effective way to assess groups of executives for selection or for development. Highly interactive and intensive, these work simulation exercises are designed to test all aspects of participants’ abilities, styles and capabilities. Simulations include group decision making and problem solving, presentations, interviews, in-box simulations and case studies many of which can be delivered on-line. We can also work with you to custom make a set of exercises to suit the needs of your organisation.

We supply well-structured observer materials to ensure that administration of the Centre is as straightforward as possible and our consultants are always available to offer advice and assistance throughout the process.

Developmental feedback after each exercise forms an integral part of the centre and provides the opportunity to observe how well the participants respond to such feedback. Do they learn quickly, modifying their behaviour in the next exercise, or do they struggle to take appropriate action? At the end of the exercise, each participant will have a personal development action plan detailing immediate, quick-win improvement techniques as well as longer term actions.

Simulation Centre Design Service

Simulation centres can also be tailor made based upon your job descriptions or competency frameworks to ensure that they give a real feeling for your organisation. Whether you are recruiting graduates or experienced executives, this highly tailored experience ensures that participants experience an intensive and rewarding Centre that will reflect and enhance your employee brand.

We provide a comprehensive service from design through implementation of your Centre. If you prefer, we can train your own personnel to conduct the centres. We can also help with analysing results, writing reports and providing group or individual feedback to participants.
Pre-written Simulation Centres

Strategic Centre Examples

King of Clubs - A strategy development simulation of a retail business including development of a concept, creation of a business plan for presentation to the main board, implementation of the plan and preparation of a three-year forecast.

Acquisition – Participants are required to advise the Main Board on potential acquisitions. They are expected to analyse the company’s strategic position and a target acquisition, develop a business plan and make a presentation to the Board. Acting as a task force they then endeavour to integrate the structures and processes of the acquisition with their own company.

Operational Centre Examples

Mozambique Telecoms – Participants are given the responsibility for initiating their company’s move into Mozambique. Tasks include designing a project management plan, analysing the company’s strategic position, implementing a staff induction programme and provide solutions to customers’ complaints.

Balkan Oil – A negotiation simulation. Participants drive the project from obtaining funding from the board through to negotiation of drilling licences whilst dealing with problems with contractors and local rebels.

Additional Support Services

We will support you to your desired level of involvement. We can provide direct support in the form of experienced administrators and facilitators, or we can train your staff and external consultants to manage your programme. We can assist you with:

- Establishing an appropriate timeline for your project
- Introducing your programme to the participants and other stakeholders
- Tracking deadlines and progress
- Advanced reporting and analysis opportunities
  - Group composite reports, executive summaries, statistical analysis and benchmarking.

We can also provide follow-up coaching and advice for you and your participants.

Contact Us

Call us now on
+44 (0)20 7831 3123 or email enquiries@hfi.com

Human Factors International provides Business Psychology and Organisational Development consultancy. Since 1983 we have been helping organisations recruit and select the right people, to coach and develop these people and help create environments within which they can function efficiently and effectively.