Turnaround™

Business Simulation Series

pen/paper

case study

25 change management



TEAM DEVELOPMENT



Leading an organization involves analysis and planning, as much as business strategy

Leading people is not a matter that can be passed on to the Human Resources Department, it's the responsibility of each manager. It is unlikely that a change could happen all at once. Research shows that organizational change does not follow a standard pattern and that there are no recipes for change. Management teams need to establish priorities for the change process, to develop a change strategy fit for the organization and to be ready to modify or adapt these strategies according to the continuously changing environment.

Turndround is a complex group simulation that can be applied to develop proficiency and planning abilities, participatory management, organizational change, sinergy in problem solving and effectiveness in the decision making process.

The simulation is concieved to answer the needs of managers who wish to improve their organizational abilities for problem solving and wish to learn how to effectively approach the organizational change and leadership, it offers participants the opportunity to experiment the benefits of synergistically solving problems and to apply their effectiveness development techniques within a group environment.

KEY RESULTS

Turnaround helps participants:

 to see how their own assumptions, values and decisions regarding people, management and change influence subsequent decisions and results

- to use rational as well as interpersonal abilities in order to achieve a plan for changing a deadlock business into a profitable one
- to obtain feedback on their own manner of decision making and problem solving, with the purpose of identifying their strong points and improvement opportunities
- to understand the value of a participatory approach in management by comparing the implications of their own choices with more effective alternatives
- to adopt new techniques and strategies for improving the effectiveness in problem solving, decision making, planning, communication and management.

THE PROCESS

Turnaround places the participant in the role of leading one factory of a big manufacturer of household products, with factories all over the world.

The simulation challenges the participants to develop a plan for changing a factory with critical problems into a profitable operation, starting from analysing the factories history and documentation (including financial situations, production data and the report of an external consultancy company). Participants respond individually and then negotiate their preferences within the team.

Lenght: approximately 5 - 8 hours for administration and scoring (or 3 - 5 hours if the individual solution is made as prework).



Turnaround Retailing Simulation Key

Victor M. Corman

Turnaround Retailing Simulation Key:

Global Reach for Gold Mondy Selle Gold, 2018-10-15 Presently he is a professor of management at Fort Hays State University and an adjunct professor at Colorado State University Global He has served as a professor of management at Shenyang Normal University China a professor of international business at Keimyung University South Korea and a professor of accounting and finance at Monarch Business School Switzerland He has also taught at Northcentral University and University of Phoenix Retail Management Raymond A. Marquardt, James C. Makens, Robert G. Roe, 1983 Life Cvcle Management in Supply Chains: Identifying Innovations Through the Case of the VCR Higuchi, Toru, Troutt, Marvin, 2008-04-30 This book work on the intimate connection between the industry life cycle and supply chain management utilizes the case of the industrial life cycle of the VCR to provide insight into the supply chain as the basic business unit for competition and the requisite alteration of the management of the supply chain at each stage of the life cycle Modeling and Simulation on Microcomputers ,1986 Global Family Capitalism Paloma Fernández Pérez, 2024-12-23 Emphasizing the diversity of regional and national models this book explores the history of transformation of family businesses around the world during the twentieth and early twenty first centuries Expert contributors explore place based family capitalism and the local embeddedness of family businesses looking at how and why this family capitalism was transformed during the globalization and de globalization periods in the last century It explores the variation in the adaptations and transformation undertaken by family businesses in response to changes in technology globalization ideology and institutions as well as world wars pandemics and economic crises The book also evaluates the relationship between changes in the internal organization and strategies of family businesses with external forces such as the political ideologies changing ideas about the very nature of what constitutes a family and changes in how the State has perceived families and family businesses in the world The book also shows that despite all profound transformations in family capitalism these businesses have remained resilient entrepreneurial forces and strong creators of wealth and employment This book will be of great interest to readers in business and economic history family business and entrepreneurship Dis.Ordering **Distribution** Cornelia Storz, Vinzenz Hediger, Matthias Krings, 2025-09-23 Dis Ordering Distribution explores the intricate relationship between distribution and production drawing on empirical evidence from two vibrant centers of cultural production Africa and Asia Annual Department of Defense Bibliography of Logistics Studies and Related **Documents** United States. Defense Logistics Studies Information Exchange, 1973 Textile Technology Digest ,1994 General Purpose Simulation System V. ,1971 Integrated Regional Resources Management Linda B. Oxendine, John F. Disinger, 1989 Implications of Structural Change in U.S. Demand for Meats on U.S. Livestock and Grain Markets Laurence David Cornell,1983 NASA Tech Briefs ,1990 Digital Aboriginal Mikela Tarlow, Philip Tarlow, 2002-04-24 The Aborigine's view of the world suggests that all things are interconnected Every relationship in turn

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Dataquest, 1994

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