

Turnaround™

Business Simulation Series

TEAM DEVELOPMENT

- pen/paper
- case study
- change management
- 5-8 hours



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.

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

The simulation is conceived 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.

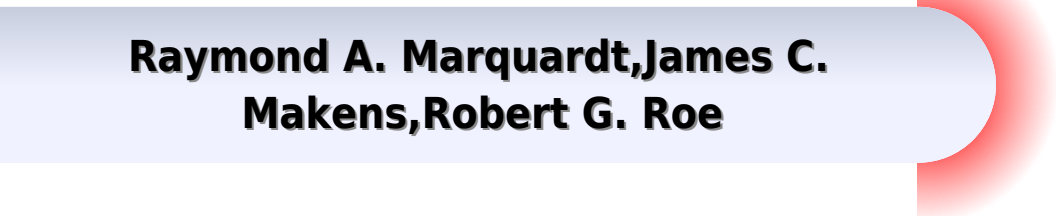
Length: approximately 5 - 8 hours for administration and scoring (or 3 - 5 hours if the individual solution is made as pre-work).

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.

Turnaround Retailing Simulation Key

**Raymond A. Marquardt, James C.
Makens, Robert G. Roe**



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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 Cycle 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

influences every other relationship Along these same lines this book reveals how the modern day business world organizes this unlimited range of possibilities and how readers can reorganize and redirect business plans merely by shifting marketing beliefs

Executive Development and Organizational Learning for Global Business Erdener Kaynak, Robert M Fulmer, J Bernard Keys, 2013-11-12 An essential reference book for you and your global organization *Executive Development and Organizational Learning for Global Business* will guide you through the challenge of producing effective executives and masterminding learning organizations In this cutting edge overview you ll share in the success stories of some of the most tried and true top selling authors in the world such as Peter Senge and Rosabeth Moss Kanter Considered a must have handbook for development managers *Executive Development and Organizational Learning for Global Business* gives you a unique perspective on the major challenges you ll face when setting up your executive education program Anyone creating a comprehensive game plan for a large global organization will want to be familiar with the informative practices in this book In its concise and straightforward chapters you ll read about cross cultural challenges of executive development tools and techniques for developing international executives experiential issues and action learning in global organizations anticipatory learning for global concerns Today more than ever piloting your global organization through a world of changing management systems and executive development programs can be overwhelming But the unique perspectives you ll find in this time saving collection will start you off right So whether you re a human resource development practitioner a human resource executive or an academic in human resource development you ll profit from the bevy of intellectual insight and real world experience that some of the world s most successful authorities have organized for you in the pages of *Executive Development and Organizational Learning for Global Business*

Industry 4.0 Challenges in Smart Cities Dagmar Cagáňová, Natália Horňáková, 2022-06-20 This book discusses the next level of innovative technologies influencing sectors in industry and their future in industrial urban and sustainable development The authors provide a platform for a discussion of a synergy of ideas within smart industrial innovations approaching them from various points of view These include industry and management 4 0 the expansion of new business models smart technologies identifying global challenges and other new trends and opportunities New managerial ideas innovations and technologies for advances in mobility are highlighted together from a multidisciplinary perspective This book is relevant to researchers graduate students and those who are interested in Smart Cities Discusses unique angles in the fields of Industrial Management Links various global challenges in Industry 4 0 IoT and Smart City applications by analysing results in practice

Information Resources Management: Concepts, Methodologies, Tools and Applications Management Association, Information Resources, 2010-04-30 This work is a comprehensive four volume reference addressing major issues trends and areas for advancement in information management research containing chapters investigating human factors in IT management as well as IT governance outsourcing and diffusion Provided by publisher

The Third Wave of Japanese Games 日本, Atsuo Nakayama, 2015-01-16 The road to

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Management Information Systems James A. O'Brien, Ali Reza Montazemi, 2003 EBOOK: Management Information Systems - Global edition James O'Brien, George Marakas, 2011-04-16 The benchmark text for the syllabus organised by technology a week on databases a week on networks a week on systems development etc taught from a managerial perspective O'Brien's Management Information Systems defines technology and then explains how companies use the technology to improve performance Real world cases finalise the explanation

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