

Paul Hannan Corporate-Life Challenge

The Simulation Learning Experience

"IT'S BETTER FELT THAN TELT"

Is Learning with fun more effective ?

- * Simulations provide a safe environment to practice, to test what ifs and to make mistakes (mistakes that don't end in actual disaster).
- * The lessons are indelible because the learning is dynamic and emotionally engaging.
- * The context, content and the process is relevant, realistic and directly applicable to business & to life.
- * Simulation shortens learning cycles (a few days of simulation can replace weeks of lecture/training).

What is a Simulation ?

Three key words...

" Do – Reflect – Apply"

Participants receive information; experience it in a pressured scenario; then learn how to apply it to the real world whilst within the learning environment.

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- **Why use PHC-LC Simulations for Business & for Life**

Simulations build competency rather than just information overload. Alignment is created & commitment around core beliefs can be bought into the business assignments & initiatives.

Simulations are a powerful, engaging, dynamic and effective way to reach all levels of the organisation from senior executives to the shop floor. An overall big picture understanding of the business and its interrelationships; equipping a person to make better decisions.

No amount of power point slides or professional lectures can bring to life like a PHCLC simulation experience where participants are running in competition against other participants.

PHCLC's goal is to use our simulations to create an almost intuitive understanding of how business/life decisions can be more productive. Like a pilot, we cannot fly our business or life on diagnostic or theoretical tools alone; we must build the habit of always being able to see the "big picture" at all times.

A well facilitated simulation also engenders a rich dialogue. Participants are surprised by the amount of learning that happens in a short period of time; and by the quality of the questions and communication that follows. And, of course PHCLC simulations are a safe environment to learn more about business & life. Just like a pilot in a flight simulator, our participants can fail or falter and "live to fly another day" without any lasting negative consequences to people or resources. Lessons learned experientially in a business - life simulation are retained much longer than those obtained from other learning methods like reading, video or lecture.

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- Creating “Buy In”

”TWO THINGS THAT KEEP MOST PEOPLE AWAKE AT NIGHT”

a) What is the “**Dominant Thought or Belief**” that will drive the desired Behaviours and Results within my team &/or my own life.

b) Hoping that those that work &/or live with me align and commit to this belief or strategy.

All strategies initiatives are lifeless unless people understand, align and commit to them. To change a belief in any organisation you need a significant number of people who “chose” to change what they believe. New systems, new equipment, new processes, new workforce training are not enough to create changed behaviour. Although many leaders think that if they just craft a better presentation they will move people forward. Typically adults need to persuade themselves through their own experience.

Valued Information + Incubation within a Simulation = Change of Beliefs & Behaviours

People are going to engage with the situation you present

Make sure you engage them in the right thing

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- **What PHC-LC Simulations are not!**

With general business games that is just what they are seen to be... games: where the sole focus is on winning & losing. Competition does create excitement & engagement: But let's not kid ourselves, business and life is more than just about winning & losing. The level of engagement created by a simulation must be a means to an end, not an end in itself. Further there must be a process to clarify the learnings, connect them to reality and make them usable on the ground.

It is imperative that the simulation experience and the debrief be integrated seamlessly, so that the debrief relates to the simulation experience & vice versa.

Engagement + Relevance + Applicability to Business & Life.

Participants walk away feeling like their time was well spent and have taken enormous strides in understanding.

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- **Matching the Simulation to the Participant**

In his book Megatrends-John Naisbitt states that modern society is being tugged in two different directions: one direction is toward “{high tech” and the other is toward “high touch.” We all know what high-tech is. But high touch will always require face to face human interaction, no matter how far technology advances. There are two ways to get your message across to your business/community/family. By using emails and slide presentations or by high-touch simulations.

When a PHC-LC “catches participants being themselves” habits of thinking and behaving will surface during the simulation. Paul Hannan can then debrief the individual/team on what the observations provided and can then offer guidance and corrective action.

You cannot have or retain business and life skills without experience. We cannot afford to leave all or our learning from experience in the real world. PH C-LC simulations offer you and your business/life team the opportunity to learn without negative impact on reality.