

Serious Business Game for Effective Change Management

- Learn the key skills and methods to be able to actively shape change. -

Gamification Storyline:

In this Serious Business Game, you and your employees train how to proactively deal with change. You will be provided with a range of different change management methods to manage new situations in the best possible way.

Take on the role of the main protagonist Milo Bernal. Milo has his own bus company, but it is taken over by a multinational corporation. After the takeover, the new management offers him a job as a driver. Will he succeed in realigning his life?

The goal of this training is to make the participants fit for the next change. Depending on the role within the organization and the specific needs, the focus can be on different aspects: from learning to assess change needs, to formulating change goals and planning change projects, to dealing with resistance and professional change management communication.



Characteristics of the Serious Business Game:

- ✓ Learn with game based didactic methods.
- ✓ **Applicable and practical content for forward-thinking and effective change management.**
- ✓ **Results-oriented learning** with revolutionary gamification technologies.
- ✓ Use the simulations for experience-based learning.
- ✓ Flexible, intuitive to use, fast and easy to train.
- ✓ An exciting gamification storyline facilitates targeted learning.
- ✓ **A unique learning experience!**

Yes, just try it out? Get a free test license www.ARC-Institute.com

The ARC Institute is your didactic contact for Serious Business Games. We would be happy to provide you with an individual offer for your team: Info@ARC-Institute.com. Together with you, we develop concepts how you can support your employees independently of time and location in up to 11 languages simultaneously, worldwide.

Create a new and unique training experience for your employees!

Serious Business Game for Effective Change Management

Knowledge and skills:

With the help of realistic simulations and characters in the Serious Business Game ROUTE-321, this training succeeds in **effectively imparting knowledge**. The gamified training elements stimulate a systematic didactic learning process.

This enables you and your employees as participants to **practice the most important skills and concepts** necessary to find appropriate and best possible solutions:

- ✓ Practice a proactive attitude towards change.
- ✓ Learn how to deal with the emotions that arise during a change process.
- ✓ Identify the obstacles that hold you to the past prospect and find the key to the solution to overcome them.
- ✓ Recognize the opportunities that change presents to accept the reality of your life.
- ✓ Learn the tools you can use to develop new routines and easily adapt to your new life reality.

Further integrated skills for learning in the Serious Business Game:

- ✓ Issue focus, initiative, innovation and creativity, work-life balance, organization,
- ✓ Self-confidence, self-awareness, self-control, analytical thinking, decision-making skills, and conflict management.



Serious Business Game for Effective Change Management

Overview of contents:

Throughout the different levels of training, ROUTE-321 fosters effective learning by enabling you, as a participant, to practice the key skills required to design and support change processes.

- ✓ In doing so, the training illustrates the key solution approaches as you move through the following stages of change:
 - ⇒ Change sets in.
 - ⇒ Overcoming the internal resistance that binds you to the past.
 - ⇒ Accepting the current reality.
 - ⇒ Adapting quickly and effectively to the new reality.
- ✓ **Step by step**, we guide you to effective change management using case studies and simulations! Train your problem-solving skills in a targeted manner and gain in the positive design of changes in your professional and private everyday life.

Objectives | Why ROUTE-321?

Route-321 is addressed to all professional profiles, especially to those who want to find out how to face an unwanted change in an effective way. It explores the different phases we go through and shows how to manage them to adapt more effectively. The training is applicable and useful in both professional and personal settings. **Thanks to this course:**

- ✓ Learn to manage your emotional response to change.
- ✓ Recognize and learn how to deal with different forms of resistance to change.
- ✓ Learn to identify the opportunities for you and how to focus on the positive.
- ✓ Uncover the barriers that hold you back and find the key to overcoming them.
- ✓ Learn tools to support you in change processes in different situations.



Serious Business Game for Effective Change Management

Methodology

The developed game-based learning method is a combination of **3 elements**:

- ✓ **High quality content** equivalent to a two-day on-site course, with a strong practical focus that is useful and directly applicable to the work
- ✓ The **use of gamification techniques** in terms of story telling, ranking motivation, scoring, different learning and game levels, and incentives through recognition and awards. This makes the training a motivating and exciting learning experience. This directly promotes the intrinsic motivation to learn on your and your employees' side.
- ✓ **Practical exercises** that allow you as a participant to practice directly in a safe and motivating environment and to implement the practical knowledge. You will **receive detailed feedback** in the form of individual learning loops.

How do you make it work? What are the IT requirements?

1. **The only thing you need** to use this business game training is an end device with internet access.
2. You can **access our performance-optimised business game platform** at any time, from anywhere in the world via your individual user profile or integrate the business game training into your LMS (Cornerstone, Moodle, SAP Success Factors, etc.).
3. You will receive regular reports on the progress of your participants and training groups. This allows you to always keep an overview and motivate your teams in a goal-oriented manner.

