Ososim Simulation Portfolio Overview

Ososim offers a growing portfolio of simulations available off-the-shelf which cover four main domains:

- Leadership (including Change Leadership, Strategy Execution, Leadership of Sustainable Business, and Entrepreneurial Leadership);
- Management (including Stakeholder and Intercultural Management);
- Finance and Business Acumen; and
- Complex Sales

Delivered virtually or face-to-face, they can be used to draw out additional learning in areas such as collaboration, working in and managing virtual teams, and decision-making under pressure.

Ososim simulations do not refer to specific models or frameworks, and there is therefore considerable flexibility regarding accompanying pre- or post-simulation content. However, each simulation is intended to provide a practice ground for specific capabilities, which are embedded in the minds of the participants in a more sustainable way.

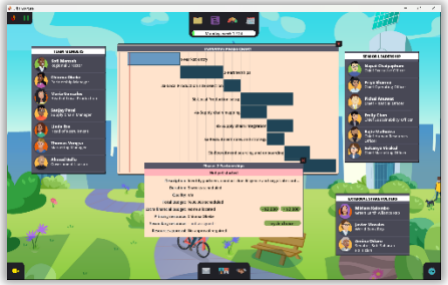
All the simulations can be paused and run in phases. The speed and timings of the simulations can also be configured to meet specific time constraints. The timings shown below indicate typical durations for each of the simulations, with session durations referring to total contact hours including simulation and other learning content. The session times can be flexibly split over multiple days.

Simulations labelled as “single player” in the tables below are typically run in small groups of 3-4 people, with each group playing the role of one person facing the simulated case challenge. There can be any number of groups, and results are compared at the end during the debrief. The simulations labelled as “multi-player” below are run with individual participants or teams playing separate roles and needing to collaborate, compete or negotiate with others to achieve results.

Ososim simulations are robust, easy to use and simple to learn to run. They provide online, in-depth reports in real time on the actions taken and results achieved by each user or group. We offer facilitator training and extensive facilitator guides and materials for others to quickly be able to use the simulations.

Leadership

Simulation name	*Simulation type*	*Subject matter*	*Main learning areas*	*Typical duration*
Feat	Single player	Strategy execution	• Project and risk management techniques • Impact of team motivation on implementation • Communication with team and stakeholders on strategic initiatives	1.5 to 3 hours of simulation within a 3.5-8 hour session Range of version length and complexity available
Urban Future	Single player	Strategy execution and sustainable development	• Importance of focus on key strategic objectives • Impact of team motivation on implementation • Managing risks that arise during implementation • Managing internal and external stakeholders • Understanding trade-offs when responding to unexpected events	2 hours 10 minutes of simulation, divided into three parts, within a 5-6 hour session
Rich Way	Single player	Fair process leadership of change	• Distinguishing fair process from fair outcomes • Engaging and exploring for detail using data • Shifting to a mindset of involvement • Communication methods and strategy • Diversity of views and the importance/impact of these views in a changing business context • Achieving superior business results by applying more systematic thinking about the process used	2 hours of simulation within a 4-6 hour session



Leadership (cont.)

Simulation name	*Simulation type*	*Subject matter*	*Main learning areas*	*Typical duration*
Agile Build *	Single player	Leading change in a digital world	• Comfort with complex, continuous change • Adapting strategy to unexpected events • Encouraging a positive mindset and strong engagement with individuals across the organisation • How change affects the need for clarity of vision, capacity to change, prioritisation, experimentation and learning	1.5 hours of simulation plus 45 minutes of video interviews within a 5-7 hour session
Agile Government	Single player	Leading change in government	• Comfort with complex, continuous change • Adapting strategy to unexpected events • Obtaining stakeholder support • Understand leadership styles and how to adapt them according to the context and the people being led	1.5 to 2 hours of simulation within a 5-6 hour session
Complex-city #	Single player	Decision making in complex environments	• Apply decision-making frameworks to assess a situation and help make wise decisions • Navigate complexity and ambiguity • Recognise the impact of your own bias and preferences on the decision-making process	1.5 to 2 hours of simulation within a 4-6 hour session

* available in Danish, Finnish, Mandarin, Norwegian and Swedish. # available in Mandarin

Leadership (cont.)

Simulation name	*Simulation type*	*Subject matter*	*Main learning areas*	*Typical duration*
SustainAble Coffee	Multi player	Strategic and operational leadership in the face of sustainability challenges	• Improve decision-making for sustainable growth, crafting profitable AND equitable business strategies • Cultivate leadership with shared sustainability principles, exploring diverse perspectives amongst various stakeholders • Increase readiness for sustainability initiatives • Understand trade-offs in the prioritisation of different objectives	3 hours of simulation within a 5-8 hour session
Pharma Founder series	Single player	Leadership of a start-up from establishment through growth	• Build an awareness of the commercial dynamics of starting and scaling a company, dealing with a range of critical issues including IP negotiation, funding, recruitment and pivoting the underlying business model • Improve decision-making skills • Build experience of team management & dynamics	3 simulation modules, each covering a different phase of start-up growth Each module has 1.5 hours of simulation within a 2.5-3 hour session

Management

Simulation name	*Simulation type*	*Subject matter*	*Main learning areas*	*Typical duration*
I-Merger	Single player	Change management in an M&A context	• Balancing financial and economic impact with human implications and consequences • Understanding and using the influence network • Stakeholder mapping and drivers • Communication methods and strategy • Global and intra-organisational cultural differences	2 hours of simulation within a 4-6 hour session
Hydro Laos	Single player	Stakeholder and intercultural management	• Stakeholder mapping and drivers • Communication methods and strategy • Understanding and using the influence network • Developing intercultural sensitivity	1¾ hours of simulation within a 4-6 hour session 90, 75, 60, and 45 minute versions also available
Summerton Health †	Single player	Stakeholder management	• Stakeholder mapping and drivers • Communication methods and strategy • Understanding and using the influence network	1.5 hours of simulation within a 4 hour session
Unity	Single player	Stakeholder management in a financial restructuring context	• Stakeholder mapping and drivers • Communication methods and strategy • Understanding and using the influence network • Negotiating optimal balance sheet structure	1¾ hours of simulation within a 4-6 hour session

† Available in Arabic

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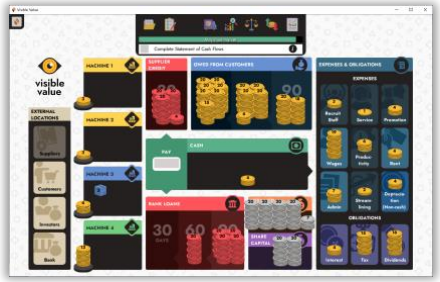
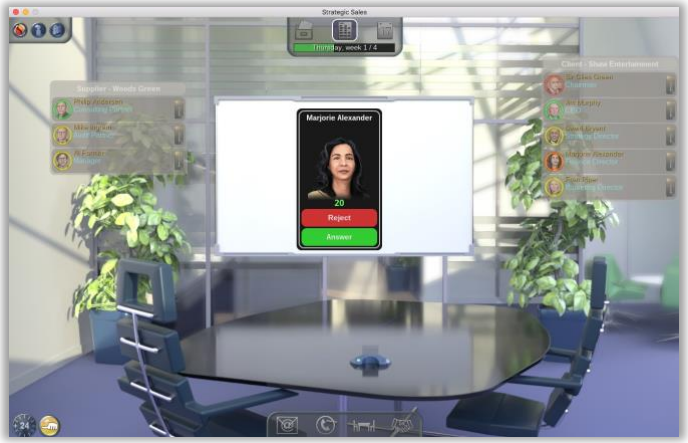
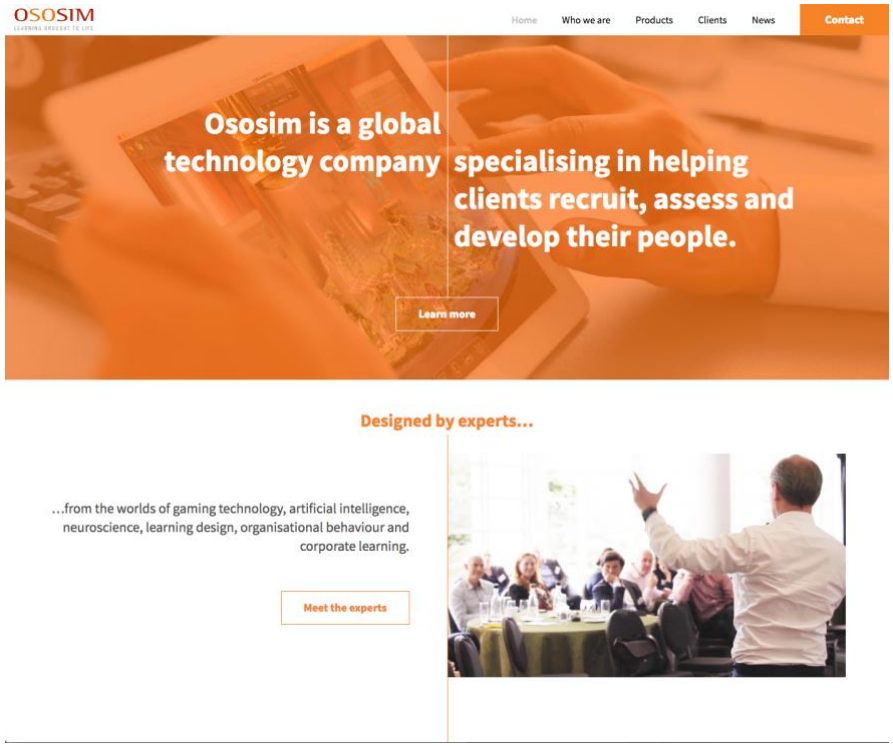
Finance and Business Acumen

Simulation name	*Simulation type*	*Subject matter*	*Main learning areas*	*Typical duration*
Financial Feat	Single player	Building business acumen	• Business value drivers and key economic measures for performance management • Understanding the impact of sales and marketing decisions on financial performance • Impact of risks and changes in operational and macroeconomic environments	3 hours of simulation within a 5-8 hour session
Clean Sweep	Multi player	Improving financial acumen while running a competitive business in a dynamic market	• Impact of management decisions on the main financial statements: the Cash Flow, the Income Statement, and the Balance Sheet; and on Economic Value Added • Differences, linkages and the purpose of each of the financial statements in managing a competitive business • Impact of competitive market dynamics on the short and long-term results of a business	3 to 4 hours of simulation within a 5-8 hour session 3 and 4 round versions available
Visible Value	Multi player	Understanding basic finance and cash flows	• Rapid understanding of the total dynamics of a business • The financial consequences of decision-making and how money flows through the business • How to interpret the balance sheet and the income statement, create business plans and budgets	From 3 to 6 hours of simulation within a 6-12 hour session 4-8 rounds may be run



Complex Sales

Simulation name	*Simulation type*	*Subject matter*	*Main learning areas*	*Typical duration*
Strategic Sales	Single player	Strategic selling in B2B context	• Identifying and prioritising decision makers • Understanding preferences and drivers • Defining solutions according to the client needs • Value-creating sale for a long-term relationship	2.5 hours of simulation within a 6-8 hour session



For more information, please contact us: info@ososim.com