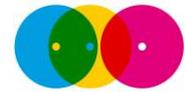


# WellBagged

## A Remote Team Simulation

License for trainers & facilitators





## Why a remote team simulation?

Adults learn from experience plus reflection on that experience. Experiential activities, such as simulations are a powerful source of learning about leadership and team skills. WellBagged is a simulation of a geographically dispersed leadership team, where up to 10 participants take the role of senior leadership team members of a company providing luggage handling services to airlines.

## The role of facilitator

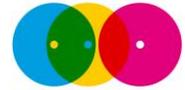
The facilitator guides participants who want to improve their skills in leading remote teams through the simulation and helps them learn from the experience through a thorough and structured debrief.

## What will participants learn from this experience

Research (e.g. MIT, HBR) shows that a majority of global teams do not live up to their potential because of the remote and virtual nature of their work. Actually, more fail than succeed because of the following challenges:

1. Coordinating the logistics of teamwork across time and place
2. Establishing effective work relationships without face-to-face contact
3. Leading team members who are geographically dispersed
4. Using virtual communication technology
5. Misunderstandings due to cultural and other differences
6. Lack of trust and inclusion.

The simulation offers participants the opportunity to operate as a temporary remote leadership team. In order to be successful, they need to cooperate virtually through communication technology.



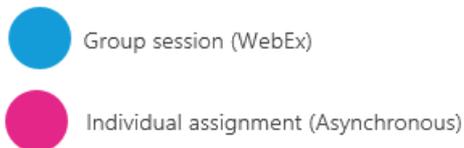
How can you position this simulation in your client offerings?

Stand alone or integrated.

How does it work?

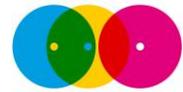
The **WellBagged** remote team simulation is available in two versions:

- A. As a onetime package for you and your team (for more information please ask for the brochure)
- B. As a license for you to deliver to your own teams or customers



### **WellBagged Remote Team Simulation Training License**

During 3 sessions of 2 hours each, you will experience the simulation yourself and learn how to facilitate the simulation for your own team or customers.



## Training License for team simulation – session outline

### Session 1

In the virtual classroom, the team is welcomed and familiarized with the meeting platform and all its features. Before the session, each participant has been assigned a role for the simulation, such as Marketing or Operations Director.

Once the simulation starts, the CEO kicks off through a video message, defining an assignment for the remote leadership team. The team then has one hour to complete their mission, with all the meeting tools at their disposal.



The facilitator observes and assesses the team members through a framework of high performing remote teams. The simulation is recorded.

### Debrief

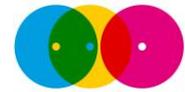
After a short break, the debrief starts and consists of the following elements:

- ✓ Team members are invited to reflect on their performance during the simulation
- ✓ The facilitator gives extensive feedback on how they performed as a remote team, relating it to research around high performing remote teams
- ✓ Application work is given to complete before session 2

### Session 2

The simulation is explained. How does it work and why? What is done behind the scenes and what are the effects on the group?

After a short break, we start practicing with delivery of the first part of the session.



## Session 3

Full practice session. All attendees get a chance to practice delivery and receive feedback from both facilitator as fellow attendees. What works and why? What can be improved?

### Delivery

The simulation license training is delivered by a Nomadic IBP team consisting of a senior facilitator and a producer.

### Outcomes of the simulation

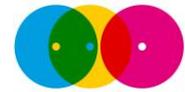
- Increased performance, more focus on the team's task and result
- Less time wasted on misunderstandings
- Productive instead of destructive conflict
- Improved communication and alignment between team members
- Increased motivation for team members

### Outcomes of the simulation license training

- Full understanding of the simulation and underlying principles
- Increased competence in delivering online facilitation
- Increased awareness of the dynamics during the simulation
- Ability to deal with unexpected turns in the delivery

### Special Features

- Interactivity and engagement
- Double-level learning: as the training takes place in a virtual classroom, participants learn not only from what is presented but also from how things are run in the virtual environment and working together virtually with team members.
- Research-based content: the session content is based on most recent research on effective virtual teamwork.
- The simulation and its effect on virtual team dynamics and efficiency has been validated by a research study



- Accessible from anywhere: since our virtual training programmes take place completely online, it is possible to join this session from any location.

## Technical requirements

- A computer or laptop with high speed Internet
- A USB headset
- A quiet place to work (no background noises).

## Cost

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### Simulation License Training

3 sessions of 2 hours

€ 3995

### Includes

- Intake with client to set objectives
- Use of Nomadic's platform (WebEx Training Center)
- Delivery team of 1 senior facilitator + 1 producer for virtual sessions
- Pre programme questionnaire
- Call in costs via VOIP, international phone connections - (telephone costs are charged at local cost)
- Handouts: full program of the simulation including roles and analysis form
- Level 1 evaluation.

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Would you like to know more?

Just send us as E-mail at [info@nomadicbp.com](mailto:info@nomadicbp.com)

Or call +31 33 462 1932