

In the project NEWTASK, carried out within the framework of the Leonardo da Vinci Programme, a learning arrangement has been developed that was conceived as an effective completion of the traditional technical training and to prepare staff for lower and middle management positions in the company.

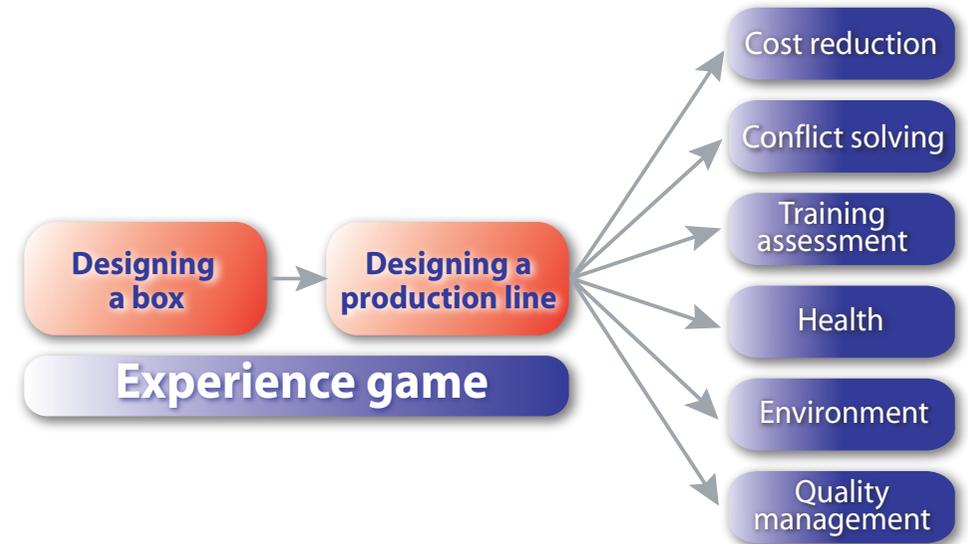
It aims at improving the integration of entrepreneurial thinking and acting in specialised and managerial activities. This is what the term "intrapreneurship" means.

These skills cannot simply be "learned" in traditional teaching or forms of courses as they are known. For this task, simulation games provide a suitable learning environment in which operational acting is reflected in unknown situations "by playing", but still in its serious character. The intention of these simulation games consists in enabling players to try new ways in finding out - on their own or in the team - how to achieve improvements in working together and in the company operations, which also allow mistakes to be made - without the players having to fear the usual serious consequences in other circumstances.

It is not only the game itself that provides these learning opportunities. Even more important is the guided assessment of the experiences made in the simulation and of the targeted transfer of this knowledge to the everyday situation at the workplace in the company. The game aims at reflecting work habits, breaking through routines to achieve operational improvements also on unconventional paths making use of the team to achieve those aims, that way achieving an effective contribution to secure the own employment.

In applying the simulation game system NEWTASK, the issue in different modules is to set up and optimise a production of cardboard boxes.

The system of modules consists of the following simulation games:



The simulation Game 'THE BOX' consists of several modules. The experience game consists of two modules (01 designing a box, 02 designing a production line). With these two modules the game starts. All other modules can be played when the players have played the experience game.

Intrapreneurship

Entrepreneurial thinking and acting in the company:

That is a requirement gaining increasing relevance for managerial staff also at the lower level. This is shown by this matrix from the further training at VW Coaching.

With the simulation game

scenarios can be represented in which employees learn to autonomously recognise and carry out special tasks of the managerial staff. They develop adequate solutions in the team and translate them together into practice.

New, unconventional approaches

can be tested as "errors" are not "punished" in the simulation game. Instead, the simulation game sets free new learning processes and opens up alternatives in managerial tasks in the company.