

THE CONSORTIUM

The DECIDE-IT partnership consists of a research institute (ISTC-CNR) coordinating the project and three large companies (Engineering in Italy, Everis in Spain and Siveco in Romania) offering IT solutions and consultancy.

ALT Research Group (ISTC-CNR)

www.istc.cnr.it

Engineering Ingegneria Informatica

www.eng.it

Everis

www.everis.com

Siveco

www.siveco.ro



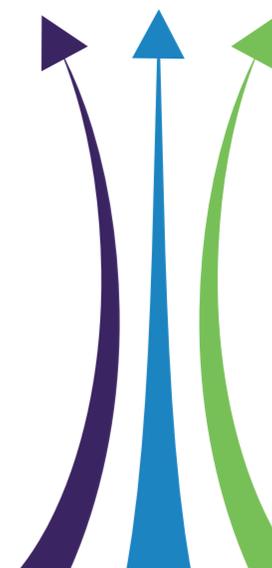
www.decide-it.eu

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TRAINING DECISION MAKING
THROUGH A SERIOUS GAME

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DECISION MAKING GAME-BASED METHODOLOGY

IT

THE PROJECT

DECIDE-IT is a Transfer of Innovation project funded by the Action Leonardo da Vinci within the framework of the Lifelong Learning Programme. The project aims at creating an **innovative game-based learning methodology** to train managers in decision making.

MAIN OBJECTIVES

The goal of the project is to build a game-based methodology to train managers in **decision making**. A web-based computer game will reproduce a small business simulation through which players will be involved in dynamic group decision making processes. Learning will be delivered in a blended approach with a facilitator supervising each training session. The highly customizable game interface will allow the trainer to cover different topics in decision making, from group dynamics to complex problem management.

TARGET GROUPS

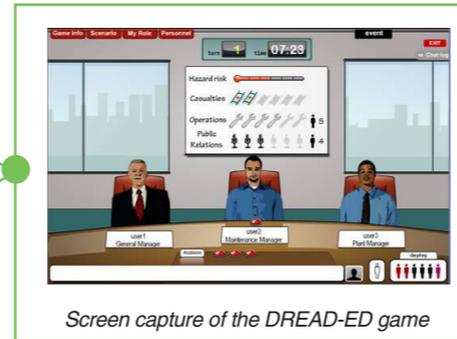
Target groups are managers at different levels from line managers to executives. More specifically, professionals that could benefit the most from the use of our product could be:

- **Managers**, acting as main characters in communicational and decision making processes;
- **Corporate executives**, having to deal with complex situations under stressful conditions.

This variety will be achieved through different game scenarios.

TRANSFER OF INNOVATION

The project will adapt an existing multiplayer online serious game (DREAD-ED) originally designed to train personnel involved in the management of natural and industrial disasters. The project began with a pilot test of the original DREAD-ED system with a small group of managers.



Screen capture of the DREAD-ED game

This study identified adaptations necessary to meet managers' specific needs and it will be followed by a phase of technological and methodological adaptation. This will lead to the development of a full scale system. The system will be tested in three trials, organized by the three companies participating in the project.

The final output will be the **DECIDE-IT Training Kit**: a training kit providing the instructions necessary for trainers to implement the methodology, an integrated technological solution, comprising all necessary client and server software and a report, documenting the results of the trials.

DYNAMIC DECISION MAKING

The project is based on the dynamic decision making theoretical framework. Dynamic decision making describes a process in which **multiple interdependent decisions** must be taken in an environment that changes over time, either due to the previous actions or to upcoming events that are outside the control of the decision maker. This is what typically happens in the business domain. Choices are often related to far reaching consequences and long-term success usually depends on finding the right solution at the right time. All this is faced by management personnel working in a continuously and rapidly **changing environment**, whether they operate in companies, in non-profit organizations or within governmental departments.

SERIOUS GAMES AND BUSINESS SIMULATIONS

Serious games allow to create **microworlds** where teams of managers can conduct experiments with complex dynamical systems almost impossible to replicate in real business. The microworld approach is an important tool for accelerating learning and fostering shared cognitive processing among decision makers.

Serious games revealed also their effectiveness in exposing the sharp contradiction that often exists among the **Espoused models** – what we think we believe - and the **In-Use models** – what we actually believe proven by our actions. Armed with this knowledge and new awareness, managers are better equipped to face common and unforeseen business situations.