



Self-Employment and English
for Peripheral Regions



Activity 1: Manager simulator

This activity wants to test your hiring skills. Deciding on hiring or firing employees is a very tricky task for any leader. You could even argue that deciding who works in one's team is the most vital decision any manager ever makes. People are always the lifeblood of a company. The better the people, the better the results. At the same time, they must be a good cultural fit, work well with others, and add value to the team. This Manager Simulator is an easy way to see, how well you'd do as a manager.

Abstract:

This activity aims at allowing the learners to have fun with these series of mini-games, that let them make fast decision based on a few characteristics. The idea of the simulator is to try to decide what's more important: qualification, cultural fit or something else. It combines the insights of everyone in the team so it should have something interesting for every type of manager. Try it and see how well you'd do as a manager!



Topic:

testing your management skills by helping out your team

Basic skills:

management, decision making, leadership

Keywords:

Manager Simulator, hiring skills

Cost:

Free

Duration:

According to players' preference

Rating:

(Tick the smiley to remember how much you liked it!)





Description of learning outcomes

The learning outcomes of this activity are to:

- ✓ learn how to set goals; how to motivate employees; how to make tough decisions quickly; how to handle new employees; when to hire and when to fire; what to do with a cat. The most important criteria for good decision making are values, experience and common sense.
- ✓ develop their management skills

Skills

The skills trained in this activity are related to management concepts:

- ✓ development of hiring and firing skills
- ✓ understanding and managing the human side of work.

Competences

This activity wants the learners to be competent enough to understand hiring skills for managers:

- ✓ critical thinking
- ✓ collaboration
- ✓ leadership
- ✓ data management
- ✓ time management

Knowledge

The learners know at the end of this activity how they should decide on hiring or firing employees, therefore, these mini-games could help them a lot when they will have to face these situations in their future company.

Activity description: Consider the following steps for the development of the activity.

Manager simulator

These are mini-games for learning, that allow learners to experience real challenges in a safe, virtual world. The amount of time required to master these mini-games is lower in comparison to other games. The

learners choose the amount of time they want to dedicate to this simulator, but they should consider that there are some questions that have limited time to answer. Although the games are short, they can actually help learners a lot.

Preparation of activity

For preparing this activity the learners just need to click on this link below:

<https://weekdone.com/manager-simulator/>

Implementation of activity

- 1) The learners don't need to sign up, they'll have direct access to the simulator.
- 2) Start playing: This game is very simple; students just have to click on the character they want. Each character has something different to say. At first they will ask you what your name is, you just have to write it. Learners will have to challenge the problems set out by the characters. Click on them to start!
- 3) The coach should debate with learners the decisions they are making within this activity. It's very important to receive the coach's insights as well as learners' opinions in order to foster their critical thinking. Besides that, it will motivate them to go further.

Assessment/ evaluation of activity

- 1) The idea behind the game was to create a somewhat safe office environment (with a kitty!) where the learners can test their different management skills, from motivating their employees to making hiring decisions.
- 2) Each mini-game is different and emphasises different skills. So make sure to check them all out. And if the learners are not happy with their final score, they can always try again.





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Follow up

At the end of each mini-game, some useful advice is provided.

Managers and leaders must not only set goals, but they need to make sure they are SMART. Setting SMART goals is hard.

Managers need to do everything in their power to encourage employees to share both their accomplishments and emotions in the workplace. This is the only way you can be sure your employees are fully engaged in their tasks and satisfied with their work. As an extra benefit, employees will be less likely to unexpectedly leave you.

The role of the coach is very important to debate all decisions, to debate support, and to understand each decision. They should take their own notes about decisions taken, and discuss those decisions with the learners, in order to develop their critical thinking and evaluate another points of view.

Discuss and receive learners' feedback, as it will be useful, as the choices can raise many questions and learners may want to share their opinion and point of view.

Methodological summary:

- ✓ Working method: some information should be taught and followed by individual work and group discussions
- ✓ Assessment/evaluation method:
 - * Formative evaluation: make a quiz and ask the participants questions; presenting and comparing results from their different answers.
 - * Learning diaries - incite the learners to take notes of the most important things they learned (enhancing the ability to extract information and draw conclusions)
- ✓ Methodological recommendation for implementation in existing training measures:
 - * It is important to gain the learners' interest and to motivate them well for this task; they develop their civil courage competences and learn about suitable possibilities for action.
- ✓ Learning environment preparation: their own space
- ✓ Resources/ materials needed: computer, Internet connection, keyword, mouse
- ✓ Motivation drivers for learners: Testing their decision-making, creativity, leadership and management skills.
- ✓ Suggested activity to do next: Visit a HR company and make them some questions regarding to your experience in this game.





Handout for participants

Manager Simulator

Within this activity, you learn how to hire or fire employees. Deciding who works in one's team is the most vital decision any manager ever makes.



Required Material

- ✓ Computer / Laptop
- ✓ Keyboard, mouse
- ✓ Internet connection

Manager Simulator

<https://weekdone.com/manager-simulator/>

Your task:

Get ready for the activity!		
<p>https://weekdone.com/manager-simulator/</p>	<p>STEP 1 Connect to the Internet and play the game. Click on the character you want, and start answering their different problem statements. There is a limit to the time assigned to you in some questions.</p>	<p>Consider... Keep in mind your problem-solving skills.</p>
Do it...		
	<p>STEP 2 Start answering the problem statements set out by your character's choice.</p>	<p>Notes on Step 2 Keep in mind your hiring and making-decision skills.</p>
The finish...		
	<p>STEP 3 Let the simulator give you feedback at the end of each problem statement. And if you're not happy with your final score, you can always try again.</p>	<p>Notes on Step 3 At the end, get your final score and useful tips in every problem statement sets up by the characters.</p>





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Your Notes:

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