



LessonLab Readymade Simulations Catalogue

More info: info@lessonlab.org

Key Features



Single-player and group gameplay for on-site, online, hybrid, and independent study settings.



Comprehensive digital resources for authentic and engaging learning experience.



Easy and secure access with independent implementation through web browser.



Practice cognitive, analytical, technical, and interpersonal competencies.



Based on scientific research on psychology and organization science.



Scientifically demonstrated effective learning and generic skill development.



AI-powered for personalized learning process and feedback and learning outcome verification.



Case: Implementation of new technology

You are the director of sales and marketing.

Your task is to communicate the change to your global team and ensure their commitment to the change.

Key learning topics:

- Organizational change communication
- Change resilience and resistance
- Commitment to change

Learner profile:

- Designed for basic and advanced level leadership training purposes.
- Suitable for middle and upper managers

Simulation duration: 30-45 min

Inbox

- Own email: Write email to the team - started at 01:59 PM
- Feedback - Change Communication Score 66.7: Message feedback - received at 01:59 PM
- Own email: Write email to the team - started at 01:55 PM
- Your task: GENCO Change Program - Confidential

Background information

- Introduction: Read first
- Kurki Industries Ltd: Case background
- Your Role: Your job description
- Sandra (33): Brand Manager
- Lilla (27): Marketing Coordinator
- Kalle (55): Senior Brand Manager
- Tin (46): Brand Manager
- Emil (34): Social Media Manager
- Profiles: Resilience profiles
- Assessment Measures

Numerical Assessment Overview

	Sandra	Lilla	Kalle	Tin	Emil	Average
Content Assessment						
Clarity and Consistency	70	70	80	70	70	76.0
Understandable Reasons and Goals	80	80	70	80	80	79.0
Facilitating Listening and Dialogue	60	60	60	60	70	61.0
Humanity and Empathy	70	60	60	80	80	72.0
Positive Tone and Opportunities	60	70	60	60	60	66.0
Realistic Description of the Change's Impact	60	50	40	50	60	53.0
Practical Measures and Support	60	50	50	40	50	51.0
Continuous Communication	50	40	50	70	60	53.0
Impact Assessment						
Relevance	80	80	80	80	90	86.0
Threat or Opportunity	70	50	60	70	80	68.0
Engagement and Involvement	70	60	60	60	80	68.0
Stress Level	60	70	40	70	70	62.0
Self-Efficacy	80	40	70	60	80	68.0
Your Total Change Communication Score	69.6	62.3	58.1	68.8	74.6	66.7

Summary of Feedback on AI Integration Announcement

Evaluation of Change Communication Success:

The communication about integrating AI into sales and marketing functions received mixed reviews. While the proactive nature of the communication was appreciated, there was a clear desire for more specific information regarding the impact of these changes on individual roles and responsibilities.

Attributes Rating:

- Clarity and Consistency: 69 (Satisfactory)
- Understandable Reasons and Goals: 79 (Good)
- Facilitating Listening and Dialogue: 61 (Satisfactory)
- Humanity and Empathy: 70 (Satisfactory)
- Positive Tone and Opportunities: 78 (Good)
- Realistic Description of the Change's Impact: 56 (Below Satisfactory)
- Practical Measures and Support: 44 (Poor)
- Continuous Communication: 57 (Below Satisfactory)
- Relevance: 86 (Very Good)
- Threat or Opportunity: 68 (Satisfactory)
- Engagement and Involvement: 68 (Satisfactory)
- Stress Level: 62 (Satisfactory)
- Self-Efficacy: 68 (Satisfactory)

Three Key Concerns:

1. **Ambiguity in Role Transformation:** There's significant uncertainty about how roles will shift and which tasks might become redundant as a result of AI integration.
2. **Support and Training:** Feedback indicated a strong desire for clearly outlined support and training to assist with the transition.
3. **Continuous Communication:** Respondents wanted more frequent and detailed updates about the progress and implications of the AI integration.

Suggestions for Future Communications:

1. **Detail Specific Changes:** Provide more concrete information about how daily tasks and roles will evolve due to AI integration.
2. **Outline Support Mechanisms:** Clearly communicate the training and resources that will be available to help employees adapt.
3. **Enhance Continuous Communication:** Implement regular updates and feedback loops, allowing employees to express concerns and receive timely information.

Brief Summary:

The initial communication about AI integration was a vital first step but lacked detailed information crucial for employee preparation and adjustment. Future communications should



Simulate real-world change communication and allow your learners to put leadership concepts into practice in a realistic environment.

Key activities

- Crafting tailored change messages based on recipients' profiles
- Analyzing and understanding diverse reactions to change
- Developing communication strategies to foster commitment to change
- Discovering and evaluating your own communication style and its effectiveness based on AI diagnostics and feedback



Agile Project Management

Case: Software development project

You are a Scrum Master, leading a software development team.

Your task is to deliver new features to a customer's intranet following agile principles.

Key learning topics:

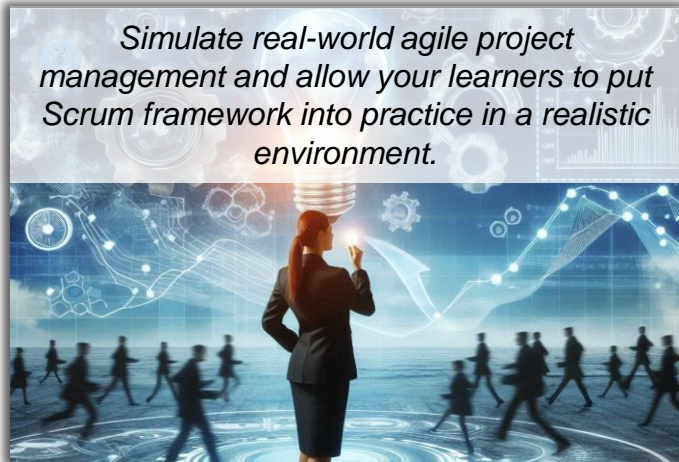
- Agile project management and organizing
- Scrum framework
- Team and customer value management

Learner profile:

- For basic and advanced level project management and software development training purposes.
- Suitable for both experts and managers

Simulation duration: 30-45 min

The screenshot displays a complex simulation interface for agile project management. It features a top navigation bar with project details like 'Outsourced testers', 'Team', and 'Contract'. A central 'DAY 4 SUMMARY' panel shows a 'Daily stand-up: Wednesday' with a 'Sprint countdown' and a 'Recent events' section. On the right, a 'MVP Task completed!' notification is visible. Below the summary, there are sections for 'Sprint planning' and 'Daily Scrum & Sprint development'. A sidebar on the right contains 'Unexpected events' such as 'Found a bug in the code' and 'An employee has a bright idea'. The bottom right corner shows 'Additional fatigue' for uncompleted tasks. The interface is dark-themed with various icons and data points.



Simulate real-world agile project management and allow your learners to put Scrum framework into practice in a realistic environment.

Key activities

- Analyze product backlog and plan sprints
- Complete Daily Scrums with your team and perform sprints
- Facilitate sprint reviews and sprint retrospectives
- Lead an expert team of individuals with different skills and profiles
- Maximize customer value through successful project delivery



Case: Townhouse construction

You are the project manager of a house construction project.

Your task is to minimize the total project costs by delivering the project as cost- and schedule-efficiently as possible.

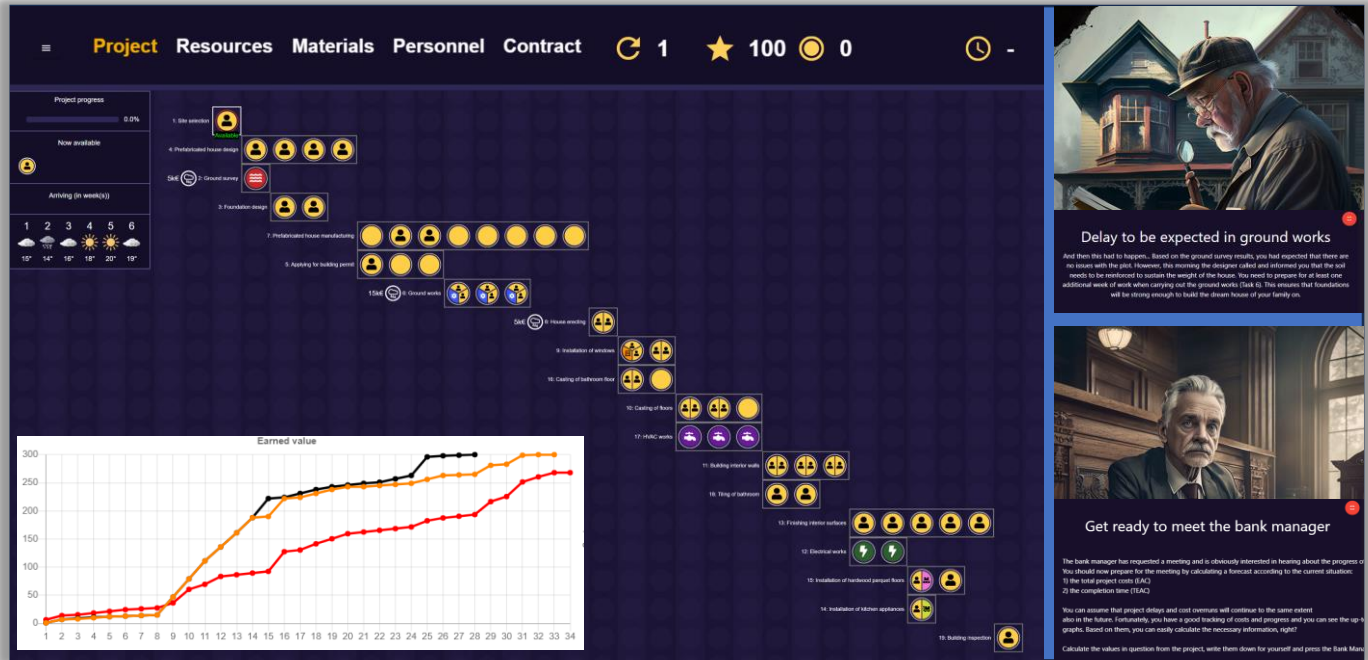
Key learning topics:

- Project progress and earned value analysis
- Basic schedule and cost management
- Risk and quality control

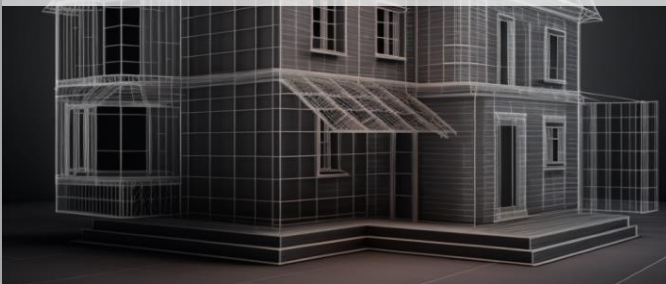
Learner profile:

- For entry and basic level project and construction management training purposes.
- Suitable for project personnel and managers

Simulation duration: 30-45 min



Simulate real-world project phenomena and allow your learners to put project management concepts into practice in a realistic environment.



Key activities

- Reserve resources, order materials, manage personnel, monitor quality
- Allocate resources, materials and personnel, and make decisions
- Follow progress, earned value, available resources and weather forecast
- Manage risks and unexpected events
- Adjust project schedule and budget



Change Diagnosis

Case: Implementation of new system

You are appointed as a consultant to support a change project at Pinnacle Business School.

Your task is to diagnose the organization's readiness for the change.

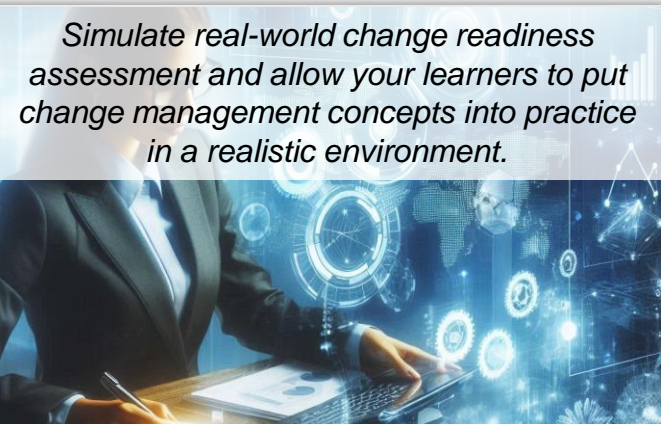
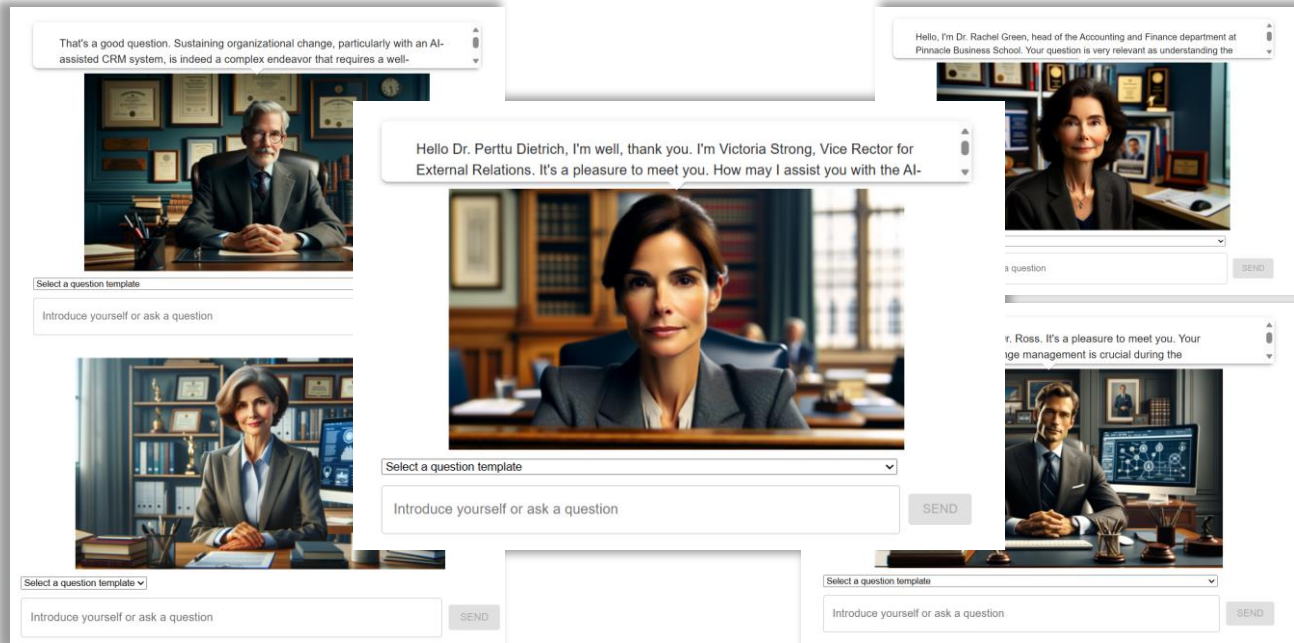
Key learning topics:

- Organizational diagnosis
- Stakeholder engagement
- Change readiness

Learner profile:

- Designed for basic and advanced level leadership training purposes.
- Suitable for middle and upper managers

Simulation duration: 30-45 min



Key activities

- Gathering data by interviewing the organization's staff and management
- Analyzing existing organizational structure, practices, culture and values
- Developing a diagnosis and presenting it to the organization's staff
- Discovering and evaluating your change readiness assessment competence based on AI diagnostics and feedback



Sustainability Management

Case: Industrial investment project

You have been assigned as the project manager in an industrial company.

Your task is to design, build and operate a new production line by balancing environmental, social and economic sustainability.

Key learning topics:

- Project sustainability management
- Industrial project life-cycle management

Learner profile:

- For advanced level project and construction management training purposes.
- Suitable for project managers, directors and leaders

Simulation duration: 60 min

Simulate real-world sustainability issues and allow your learners to put sustainability and project management concepts into practice in a realistic environment.



Key activities

- Analyze and resolve project sustainability issues
- Monitor sustainability and performance indices and make informed decisions
- Balance environmental and social sustainability and project efficiency
- Control resources, materials and personnel over extended project lifecycle
- Simulate production and determine the profitability of the investment



Portfolio Management

Case: Industrial turbine company

You are appointed as an R&D manager of an industrial turbine company.

Your task is to manage the company's R&D project portfolio and optimize sales product portfolio value.

Key learning topics:

- Project portfolio assessment, planning, and management
- Strategic analysis and decision-making

Learner profile:

- For advanced level project and portfolio management training purposes.
- Suitable for managers and directors.

Simulation duration: 30-45 min

Simulate real-world portfolio management and allow your learners to put strategic management concepts into practice in a realistic environment.



Key activities

- Assess project portfolio and company situation
- Prepare a strategic plan for portfolio management
- Analyze external and internal environment and (re)prioritize projects
- Allocate resources, manage your budget, and maximize value creation
- Balance between short-term profitability and long-term sustainable business



Case: Industrial supplier company

You are appointed as a project manager of a supplier company.

Your task is to continuously analyze risks and uncertainties, and make decisions to efficiently deliver a high-quality project to the customer.

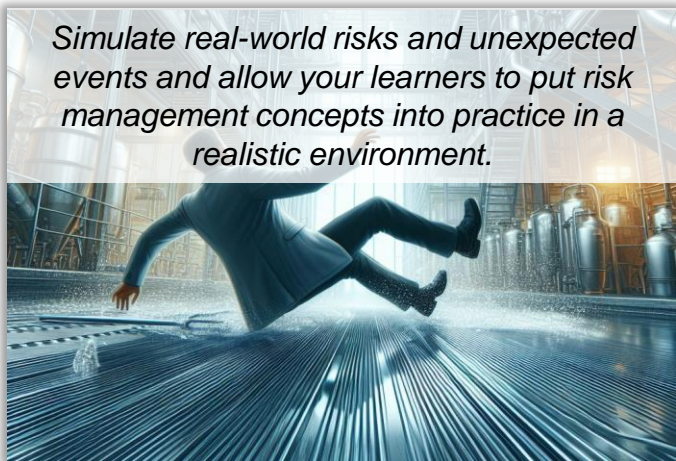
Key learning topics:

- Systematic risk management process
- Decision-making and impact assessment
- Schedule, cost, and quality management

Learner profile:

- For basic level project and risk management training purposes.
- Suitable for project personnel and managers

Simulation duration: 45 min



Key activities

- Identify and analyze project risks and uncertainty
- Apply project risk and uncertainty management principles and tools
- Analyze how different decisions/choices influence project risk level
- Manage tasks, resources, materials and personnel, and make decisions
- Adjust your risk profile and deliver a high-quality project to the customer





Game-changing learning experiences