

# LessonLab Readymade Simulations Catalogue

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# 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 01:59 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

Tim (46)  
Brand Manager

Emil (34)  
Social Media Manager

Profiles  
Resilience profiles

Assessment Measures

**Numerical Assessment Overview**

	Sandra	Lilla	Kalle	Tim	Emil	Average
<b>Content Assessment</b>						
Clarity and Consistency	70	70	68	70	70	70.0
Understandable Reasons and Goals	80	80	70	80	80	78.0
Facilitating Listening and Dialogue	60	60	60	60	70	61.0
Humanity and Empathy	75	60	60	80	80	72.0
Positive Tone and Opportunities	80	60	60	80	80	76.0
Realistic Description of the Change's Impact	60	50	40	60	60	52.0
Practical Measures and Support	60	50	50	40	50	44.0
Continuous Communication	50	40	50	70	60	52.0
<b>Impact Assessment</b>						
Relevance	80	80	80	80	80	80.0
Threat or Opportunity	70	60	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
<b>Your Total Change Communication Score</b>	<b>68.6</b>	<b>62.3</b>	<b>58.1</b>	<b>68.8</b>	<b>74.6</b>	<b>66.7</b>

**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: 76 (Good)
- Realistic Description of the Change's Impact: 56 (Below Satisfactory)
- Practical Measures and Support: 44 (Poor)
- Continuous Communication: 57 (Below Satisfactory)
- Relevance: 80 (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



## 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



## 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.

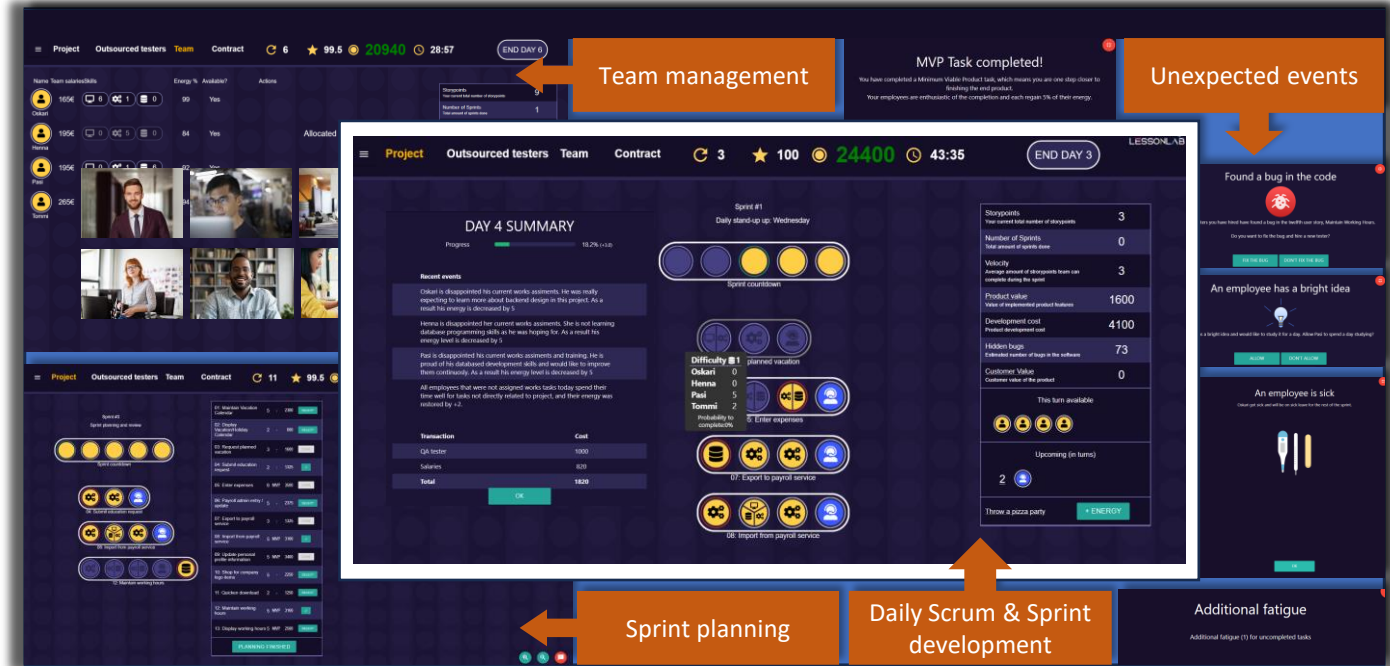
### Key learning topics:

- 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**



## 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: Selling software, B2B

You are the sales representative.

Your task is to sell student management software by using the SPIN selling approach.

### Key learning topics:

- SPIN-sales technique
- Effective sales pitch
- Leading sales meetings, handling objections


### Learner profile:

- Designed for basic and advanced level sales training purposes.
- Suitable for sales, professionals, as well as higher education students

**Simulation duration: 30-45 min**

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## Taito Sales



Read background

Intro  
Read me first

Sales Approach  
SPIN framework

EduTrack Pro  
Product Description

Select customer

Ms. Laura Fisher  
Read feedback

Dr. Richard Thompson  
Read background

END SIMULATION

### Performance Evaluation

**Situation Questions**

- Score: 3 (Good)
- Strengths: Your question about managing student records was clear, relevant, and gathered useful information about existing processes.
- Weaknesses: Missed opportunities to gather deeper insights into budget constraints and process disruptions.

**Problem Questions**

- Score: 3 (Good)
- Strengths: Questions identified key challenges such as staff productivity and system inefficiencies.
- Weaknesses: Could have explored the challenges more deeply to uncover additional pain points.

**Implication Questions**

- Score: 4 (Very Good)
- Strengths: Explored the impact of inefficiencies on productivity and student engagement.
- Weaknesses: Slightly more depth and urgency could enhance impact further.

**Need-Payoff Questions**

- Score: 4 (Very Good)
- Strengths: Effectively highlighted how automation could benefit the school's operations.
- Weaknesses: Could have further engaged emotionally to build enthusiasm.

**Overall Sales Approach**

- Score: 4 (Very Good)
- Strengths: The conversation flowed smoothly, was customer focused, and addressed specific challenges.
- Weaknesses: Minor improvements in persuasion and adaptability could make it even stronger.

### Summary

You showed strength in structuring the conversation with clear and relevant questions, particularly in implication and need-payoff phases, creating a smooth and focused approach overall. Enhancing depth in problem exploration and emotional engagement could further strengthen your performance.

Total Score: 18/25

### Suggestions

Next, proceed to Set the Agenda by clearly outlining the purpose of the meeting and what you hope to accomplish.

Before presenting EduTrack Pro, dive deeper with Problem Questions to uncover the specific issues Laura is facing with the current system, such as the impact of these inefficiencies on the school's operations.

Proceed with Implication Questions to explore the consequences of the current system's inefficiencies on Riverdale High School's operations to emphasize the urgency of finding a solution.

Transition to Need-Payoff Questions to help Laura see the potential benefits and value EduTrack Pro could bring in improving productivity and resolving their current issues.

Now, tailor your presentation to demonstrate how EduTrack Pro's automation features address the specific needs and challenges Laura described, focusing on streamlining processes and improving staff productivity.

Present the tailored features and benefits of EduTrack Pro that align with Riverdale High's needs, focusing on automation and efficiency improvements, while highlighting cost-effectiveness.

Address Laura's concerns by providing detailed information on the implementation process, costs, system alignment, and the training and support EduTrack Pro offers to assist their staff in adapting to the new system.

*Simulate real-world sales meetings and allow your learners to put sales concepts into practice in a realistic environment.*



## Key activities

- Initiate and lead sales meetings across varied customer scenarios
- Apply SPIN selling techniques to identify customer needs and challenges
- Customize your sales pitch to align with identified customer needs
- Secure customer commitment and outline next steps
- Assess and enhance your SPIN selling skills with AI-driven diagnostics and feedback



## 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.

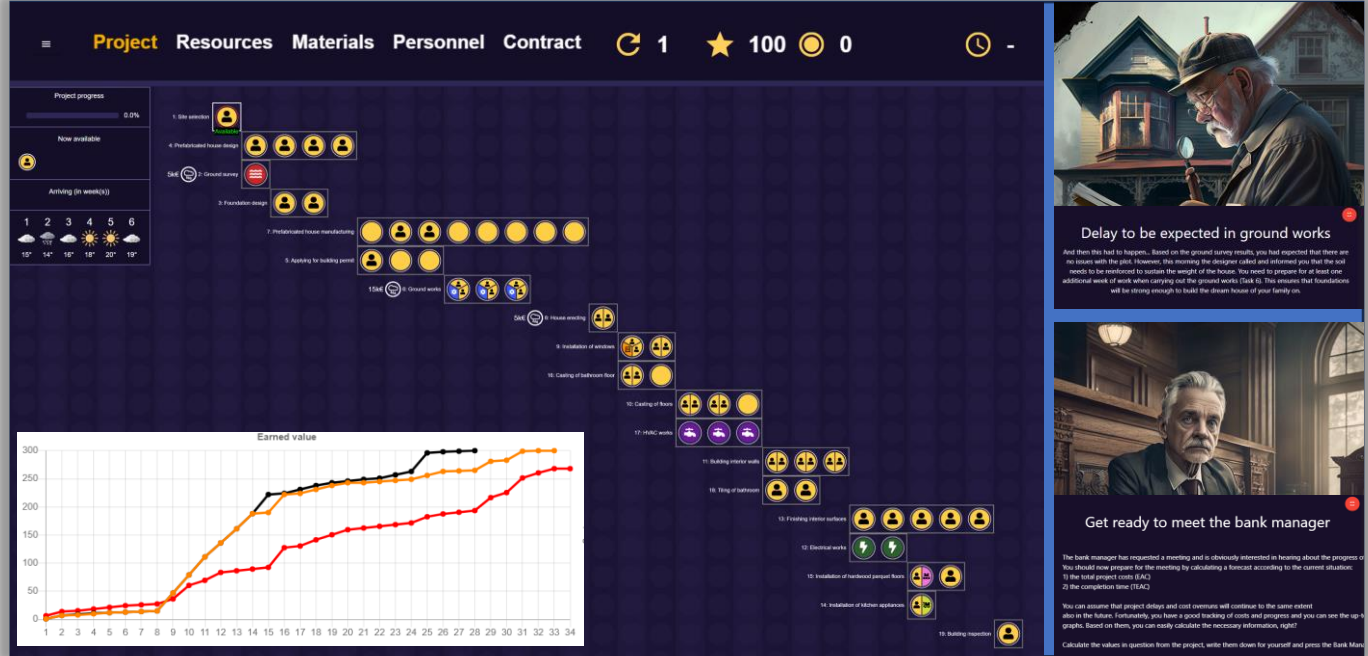
### Key learning topics:

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

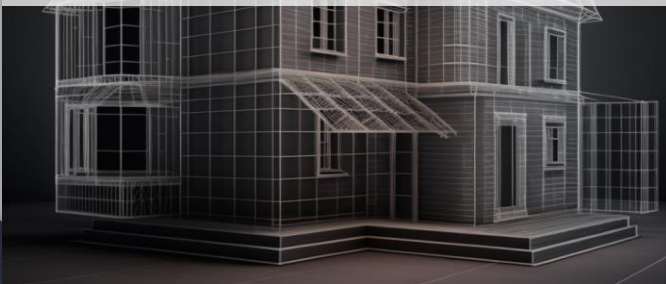
### Learner profile:

- 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.

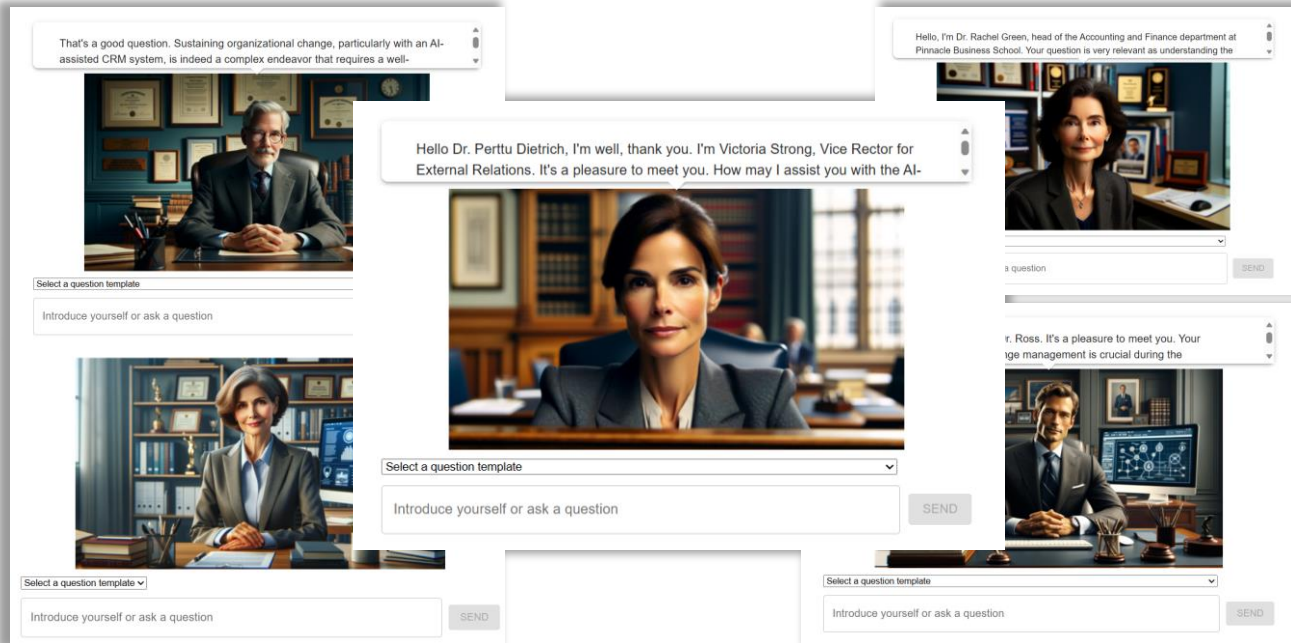
### Key learning topics:

- 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**



*Simulate real-world change readiness assessment and allow your learners to put change management concepts into practice in a realistic environment.*



## 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





## 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.

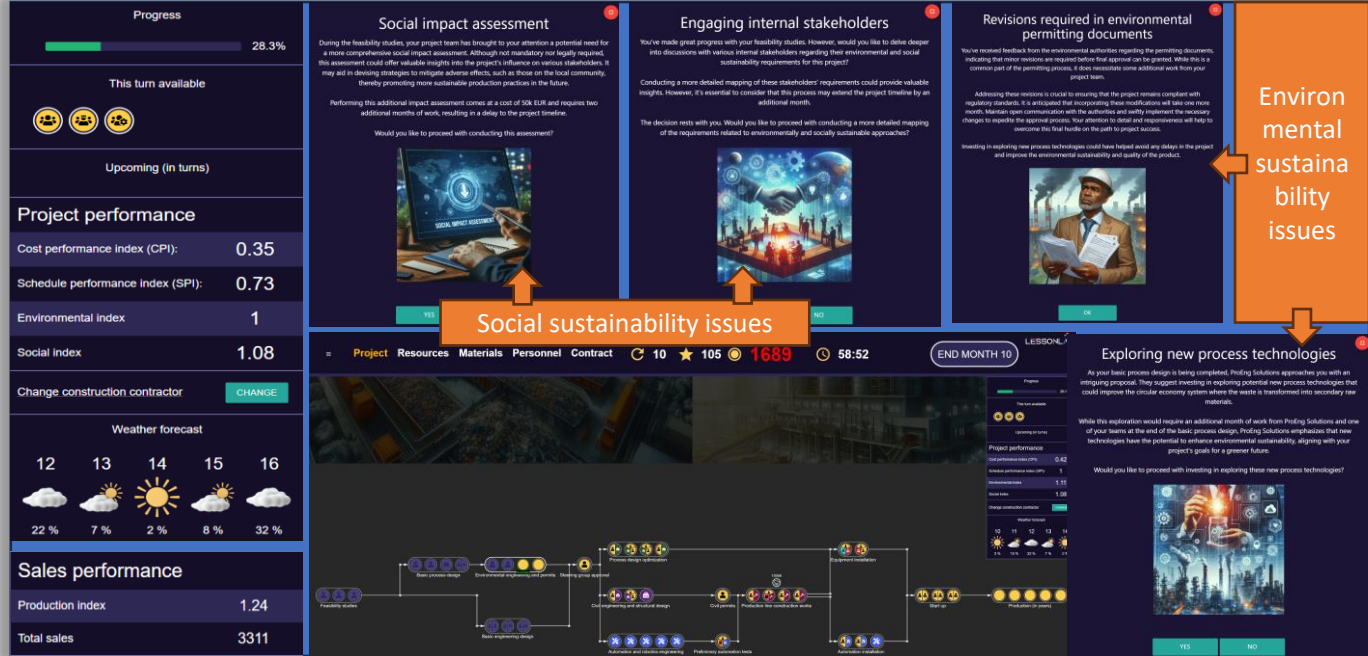
### Key learning topics:

- 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.

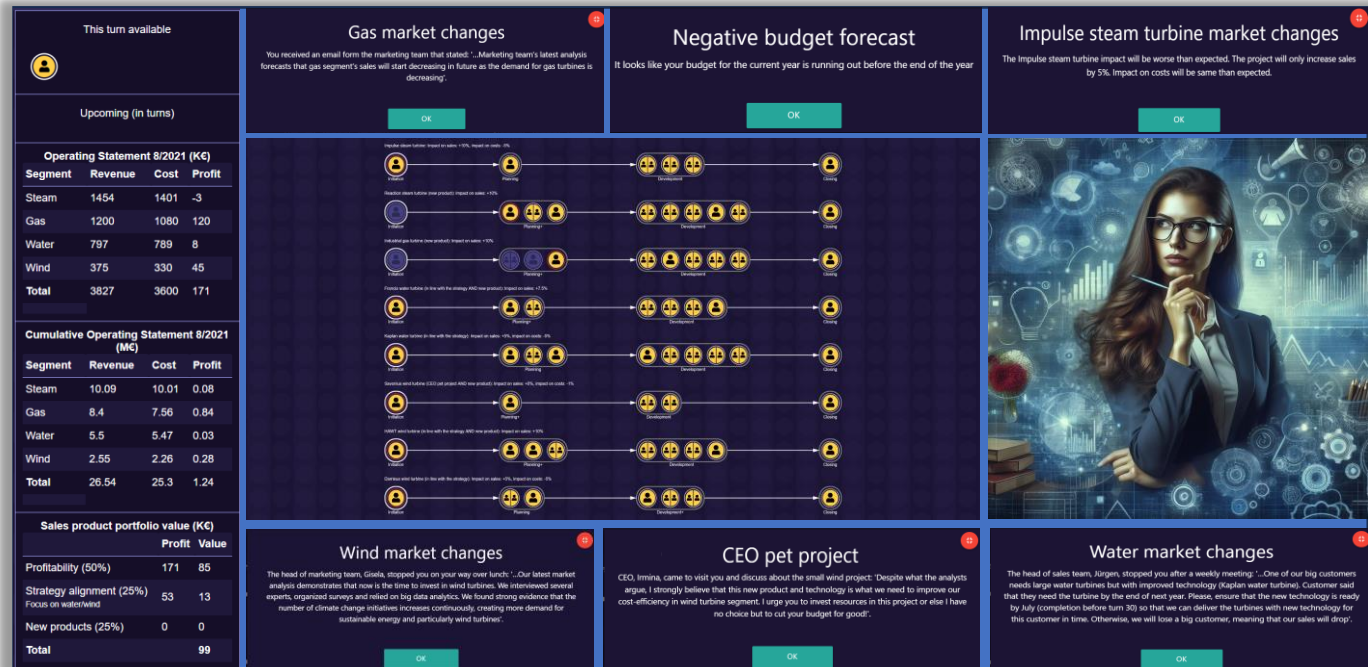
### Key learning topics:

- 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.

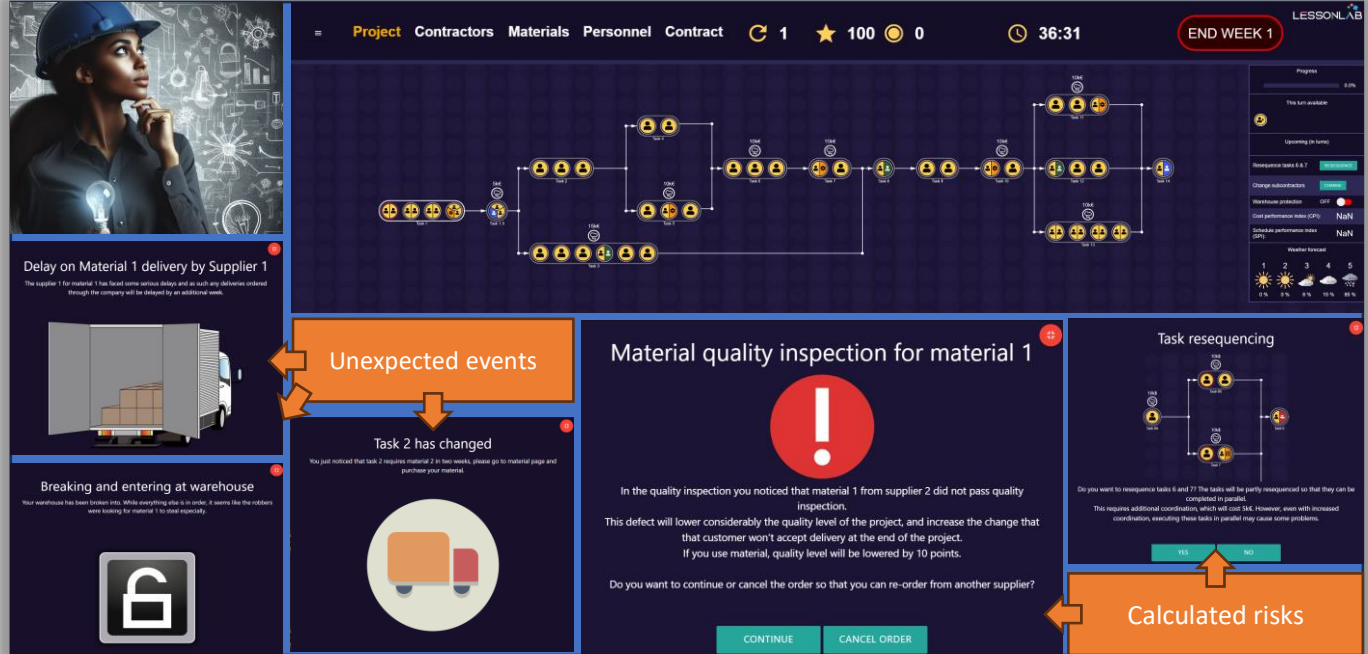
### Key learning topics:

- 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**



*Simulate real-world risks and unexpected events and allow your learners to put risk management concepts into practice in a realistic environment.*



## 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



