

Project Management with Simulation – *For Team Building!*



At a global pharmaceutical company, with U.S. headquarters in the Philadelphia area, numerous project managers participated in Merit Career Development's Two-Day Project Management with Simulation workshop with *very* favorable reviews. Their savvy training department examined the course evaluations and recognized that their employees were gaining a lot more than project management skills from this experience. The comments indicated that they were sharpening their decision-making skills and there was some significant relationship-building taking place. This awareness triggered some creative problem solving in the training department too.

Merit was brought back to the company's site to run a modified version of the program for a one-day, *cross-functional team-building* event using the project management simulation tool. The outcome? Almost all of the 28 attendees agreed that the simulation event had effective team-building benefits in addition to project management skill development. The training department was quite pleased that they were able to achieve this important corporate goal.

Workshop Outcomes

Simulation teams were asked to share two insights they gained as a result of their simulation experience. Here is a list of these insights:

- Appreciate how complicated Project Management is
- Really understanding people's skills were so important during "Forming" stage (alludes to Tuckman model of Stages of Team Development)
- Learning to multi-task and the importance of prioritizing
- Communication is really key – at regular team meetings, walking around, face to face, keeping morale up, managing up
- Recognize what everyone brings and utilize them
- Collaboration is core – effective decision making
- Split up roles and responsibilities when making decisions
- Learn from new team members
- True team effort
- Realized downstream impact of early decisions
- Bringing new member up to speed
- New member needs to reach out and ask for what they need
- Flexibility throughout the process
- Discuss where we are
- Management styles/skills – different
- Triple constraint in action
- Listen to each other, joint decisions
- Rhythm – better in the afternoon, learned how to juggle everything