



### Game Specifics and Goals

- The players are in 4 teams, each of which simulates the work of the same department in different companies, where there are several types of jobs to be done requiring different skills
- The winner is the team that after 2 rounds of the game shows the best departmental performance
- To achieve this, the teams, which make decisions as the managers of those departments, are given employees they know nothing about and a certain amount of time during the game period in which to train them (a different amount of time in each period)
- During the game, the managers must make the following decisions:
  - ◆ How to assign jobs among the employees
  - ◆ How to factor in their aptitudes and attitudes when assigning the jobs
  - ◆ How much time to devote to their development and supervision
  - ◆ Whether to quickly assign certain job functions to the employees or to do this in a more planned fashion
  - ◆ Whether to spend time on retaining and coaching the employees, or attempt at all costs to achieve maximum performance by the department as soon as possible
- Whichever team achieves the best departmental performance by the end of the game will depend solely on its HR strategy!
- Game duration is 4 to 8 hours
- It can be played by 12 to 250 people, a group of 12 -25 players
- It can be ordered as a staged event, or can be supplied for in-house use by the Client
- It is a tabletop business simulation game that uses mathematical modeling of a department's performance



### ABOUT THE AUTHORS



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Rustem Bogdanov and Ildar F. Bogdanov are Co-Founders of BIRC. Rustem and Ildar managed to develop BIRC from a start-up to one of the TOP 15 Russian consulting firms. Since 2009 Rustem and Ildar became leaders of the business simulation games sector and now they are responsible for development and sales in Russia and in foreign markets. They attract and build long-term relationships with key account companies such as Gazprom, Mercedes, ING, Unilever, Home Credit, and Caterpillar.



For more information about **Persona GLOBAL**, Inc.'s metrics and methodologies, please contact [info@personaglobal.com](mailto:info@personaglobal.com) or visit [www.personaglobal.com](http://www.personaglobal.com)



### ABOUT **Persona GLOBAL**

**Persona GLOBAL** is a worldwide provider of assessment tools and methodologies for corporations facing challenges in change leadership, communication, organizational alignment, sales, customer service and management. **Persona GLOBAL**, Inc.'s metrics and methodologies are currently available in 72+ countries; its programs have been translated in up to 38 languages. More than 1,700 certified **Persona GLOBAL** practitioners around the world serve their clients as strategic business partners.

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