The Young Assets



What is it?

It is difficult these days to imagine an efficient company that does not consistently endeavor to develop its employees, the people who create the company's principal wealth. But mentors are not born with the knowledge and skills of training and developing personnel. Good mentoring requires special knowledge and skills.

How should the training start? How do you objectively assess an employee's strong and weak points? What then do you do about their strengths and weaknesses? How do you plan his/her professional career? Is there an optimum method for passing on experience to that particular person? How detailed should you be in your instructions when giving someone a job to expand their potential? When and to what extent does the employee need a mentor's support? How often should you monitor them?

The answers to these and other questions can be found by playing the Young

Assets game, which was so named because it is the company's employees that constitute its most valuable asset and who deserve to have managers and mentors actively engaged in their development.

The Young Assets game aims to create and develop special competencies in mentors that will improve their effectiveness in training and developing the people they are in charge of. During the game, the players (mentors, managers) can test their ability to assess employees' strengths and weaknesses points, giving them jobs to expand their potential, skillfully providing them with corrective feedback and support, and using the best-suited methods of supervision and passing on their experience.

The game was developed in such a way as to keep all the players actively involved in the search for the optimum strategy of developing their proteges, without giving up until the very end.

APPLICATION

Gazprom Neft

SITUATION

Gazprom Neft needed to hold a mentors' conference.

It was important for the company that the event should be motivational and less formal. In addition, it wanted mentorship to be looked at from a different angle and for the attendees to be given the correct tools for employee career planning and development.

SOLUTION

After discussions with the Client, it was decided to stage the conference using the Young Assets simulation game.

♦ RESULTS

The game incorporated the entire process of interaction between mentors and their proteges. Around 200 people took part in the game.

Benefits of the Training

- A holistic understanding of the role that mentoring plays in guiding personnel
- Enhanced skills in assessing employees' strong and weak points
- Understanding of the importance of career planning for personnel
- Awareness of the need to factor in the employee's attitude and aptitude for the job he is being given
- Enhanced skills in providing corrective feedback
- Understanding of the importance of using a suitable method for supervising performance of a learning task
- Ability to select **the best method of passing on experience** to the specific employee

Applications

- Part of a continuing program (as a separate unit) for developing managerial competencies among line managers and middle managers
- An effective opening to an dedicated program of mentor training (as a problem setting game)
- A motivational event at mentor



Game Specifics and Goals

- Game duration is 6 to 8 hours
- It can be played by 12 to 250 people
- 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 mentor performance efficiency
- The aim of this business simulation game is for teams to compete with one another. Each of the 4 participating teams is given 3 employees to take charge of, and must directly compete with the other teams to see which of them, after 2 rounds, has achieved the best employee performance.
- During the game, the mentors will make the following **decisions**:
 - 1. How **to allocate jobs** among the 3 employees
 - 2. How to obtain sufficient information about their skills development level and attitude during job performance
 - 3. How much time **to devote** to their development and supervision
 - 4. How to keep them **highly motivated** to complete the jobs

Benefits for the Company

- Mentors acquire increased interest in continuing to provide instruction
- Mentors' loyalty to the company increases
- Mentors train their people with **greater awareness** rather than haphazardly, and therefore cope more successfully with the situations and employees that previously gave them difficulties
- The quality of **employee motivation** by mentors improves
- Errors made by mentors in training and coaching employees are reduced

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.



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