

# GALACTIC HIGH PERFORMANCE VIRTUAL SIMULATION

## Who Should Attend

Natural work teams and / or Leaders of virtual teams.

## Simulation Delivery

The Simulation is run off the Zoom platform. The simulation is also run face-face where required and where COVID travel restrictions permit.

## High-Performance Team Simulation Methodology

### Simulated Learning

Simulated learning is a high-impact facilitation technique that takes participants out of their comfort zones long enough to challenge their current hardwiring and mindsets around personal and team leadership and performance. Neuroscience research has proven, that until participants “shift” and self-regulate and self-lead their required Mindshift around performance, it is unlikely that there will be any significant and sustainable improvement in their behaviour and performance back at work.

### Ground-breaking content

From a content perspective, the Simulation provides a unique fusion of the ground-breaking, empirical research of Professor Harold M. Schroder, the Princeton guru on high-performance leadership and high-performance teams, and Neuroscience research by Dr David Rock and Dr Tara Swart.

The ten Schroder High-Performance Competencies are summarised below together with the high-performance team outcomes that they drive – Purposeful, Empathic behaviour, Trust, Curiosity, Radical Collaboration, Complexity Thinking, Agile Client – Centric behaviour and Resilience.

## Outcomes of the Simulation

By the end of the Simulation, participants will have learned the ten High - Performance Team Competencies and will have used each of these Competencies in the context of the Simulation. They will also have compared their current level of thinking and leadership competence on a personal and team level, to the practical application requirements of the Competencies and will have actioned on a personal and team level, Accelerate, Start and Stop behaviours beyond the Simulation to enhance their performance as individuals and a team.

## Additional benefits

The investment for the Simulation includes a detailed workbook where participants self-evaluate against the validated Schroder Competencies. A detailed Team Review is also provided for natural work teams to reflect on their performance post the Simulation.



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## Duration

It is recommended that the high-performance team development process begins with a two-day workshop. This will immerse the participants in the Simulation and create the insights and platform for the application of the High-Performance Team Competencies in the practical work environment.

## Simulation Context

Richard Branson's Galactic project and the emerging Commercial Space sector provides the context for the Simulation. The Simulation challenge is that teams of 4/5 participants compete to win a tender to partner "Ricardo Branski Enterprises" (RBE) alias Richard Branson and the Virgin Group, to become the world's first, private, commercial, space tourism operator.

Actual footage of Richard Branson and stakeholders involved in the project is provided and interaction with the "Ricardo Branski" representative for the tender (the facilitator) as teams compete to understand both the strategy and changing situational context for the Galactic project. The teams' objective is to ultimately present a winning sales pitch as to how they propose to partner with RBE to assist them with their first to market strategy. Teams are also encouraged to source other relevant information via the Virgin Group's website, Richard Branson's blogs and other sources of their choice.

The Simulation is highly competitive, fun, fast paced and full of disruptive surprises. The Simulation is designed to create ambiguity, complexity and turbulence in the competing teams. Personal and team reflection activities provide participants with the opportunity to transfer relevant learning in real time to themselves as individuals as they reflect and receive feedback from their team members on their levels of contribution to the team. Transfer of learning is immediate in the team as team members reflect on the quality of their thinking and performance through each of the four stages of the Simulation.

Team members action what they will Accelerate, Start and Stop doing to become a High-Performance Team in their world of work. These actions will be implemented after the Simulation.

Relevant integration points will be made with the client brief, during the reflections, to ensure that these specific performance enhancement requirements are addressed.

## Why is this high-performance team simulation so important during and post COVID-19?

Working in virtual teams during the COVID-19 lockdown has resulted in many advantages, such as less travelling, lower office costs and greater accessibility to global talent. However, virtual teams have also realised that terms of engagement and virtual team competencies for high performance need to be revisited and developed. Virtual teams need to become intentional and deliberate in building Purpose, trust, inclusion and team identity whilst also overcoming isolation among team members. COVID-19 has changed the way we live, and work and virtual teams are forced to look at what is essential and what is not to deliver unique customer value. This two-day Galactic High Performance Virtual Team Simulation engages team members in thinking about the next normal and what they have to Accelerate, Start and Stop doing to optimise the opportunities presented to raise their performance bar for unique value creation.