

ROLE OF MANAGEMENT GAMES IN DEVELOPING SKILLS OF CORPORATE EMPLOYEES

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Abstract :

Management game is a simulation exercise designed for management applications and used for training purposes. It's a game that includes activities to help managers to learn how to deal with different work situations. Management game is a training exercise in which prospective decision makers act out managerial decision making roles in a simulated environment. It is also known as business game or operational game. Management games are major innovation in management education. Management games arrived on the scene in the late 1950's. First business game was developed for the American Association in 1956. By 1961 more than 100 business games had been created and more than 3000 executives had played them. Since then many different games have been developed and are being used in the United States and elsewhere both for education and research.

Major Goals of the management games are to improve decision making and analytical skills, develop awareness of the need to make decisions lacking complete information, develop the ability to function co-operatively and effectively in a small group situation, explore ideas of computational thinking, create experiential learning environment, focus on leadership competencies. At present Management games are used by different popular universities and institutes like London school of business, University of oxford, University of Cambridge, Indian Institute of Management, S.P. Jain Institute of Management etc. A Chinese proverb says: *Tell me and I will forget, Show me and I may remember, Involve me and I will understand.* This paper is concerned with explaining the concept of management games and discussing the role of management games in skill development.

INTRODUCTION

Management in business and organizations is the function that coordinates the efforts of people to accomplish goals and objectives using available resources efficiently and effectively. Part of a successful small business is an effective management team. To help develop managers, corporate management games introduced. The games may seem trivial, even silly, but they provide valuable lessons and tools to team. In addition, they foster relationships in the team, which is especially critical as business grows. Management simulations and games increase participation and eventual learning. They also increase the manager's perception of the usefulness of the lesson embedded in the game or simulation.

No univocal definition of the term "Management Game" (MG), which is called in many ways... "Management games are all the simulations used to support managerial learning through an experience that features competition and rules in the socio-economic environment.

background

Since 60's the use of management games in the managerial education has gained increasingly more importance:

- ✓Majority of MBA
- ✓Many Post Graduate Courses

"Unstructured problem-solvers are visionaries, not minions." So says David Lamont, associate teaching professor of business strategy, who aims to help Tipper School of Business students become those visionaries. Lamont is director of Management Game, a computer-based business strategy simulation used to prepare MBA students for success in today's international business environment. One of the biggest challenges faced by students in any discipline is learning how to translate the concepts covered in the classroom to real-world situations. Carnegie Mellon was founded with that principle in mind, and it continues to guide our academic pursuits. That commitment has established Tepper as one of the world's best business schools—in 2007, the MBA program was ranked #3 in the U.S. by The Wall Street Journal. The distinction is due in no small part to Management Game, the first such program offered at a business school; today it is widely copied.

OBJECTIVES OF MANAGEMENT GAMES:

- The purpose of the game is to mimic the real-world experience of negotiation, as well as team and financial management across regional, national, cultural, and social borders.
- It acts as an integration mechanism across the MBA program by bridging the segmented knowledge of all courses to make students better at solving cross-functional, dynamic, and unstructured problems.
- The theory behind using games as a Stress Management Techniques is the same as using meditation, stress relief exercise, or - the goal is to divert attention away from whatever is causing the stress and give the mind, emotions and physical body a break.

SIGNIFICANCE OF THE STUDY:

The present study helps to understand how the management games helps to develop the managerial skills of corporate employees. Efforts are taken to know the learning outcomes from these games.

RESEARCH METHODOLOGY:

This is Descriptive study based on secondary source of information. Secondary data from journals, books, websites, and research papers is used for the paper.

Following Management games plays significant role in enhancing skills of corporate employees:

1. TWO WAY COMMUNICATION GAME

Description: The Two Way communication game is a fascinating laugh out loud basic drawing game that shows the powerful differences between one way and two way communications, and the power of feedback loops. It can be played in big and small groups and is easily adaptable to all sizes of groups. Two Way communication game has many applications including: openers, energizers and as a standalone game.

Objective: To gain mastery in the foundations of communication and to draw the most accurate images within the time limit.

Learning outcomes: Most communication is Task Driven but this game shows the power of Process Driven Communication. Process driven Communication helps participants understand how they communicate with each other (including the emotional climate), not just what they are doing (the task). Unlocking the power of two way communication is about giving and receiving feedback effectively. Creative Problem Solving as well as Innovation and Brainstorming are all results of great communication.

2. BULL RING

Description: Moving a ball from one spot to another using a ring and some rope is the object of Bull Ring. Run each group through several times with increasing difficulty and continually changing the rules during each run, simulating the effect of the constant changing business environment and the need to continually adapt to change.

Objectives: Communication coaching and teamwork

Learning Outcomes: The art of cooperation and Clear communication, This event will show what happens when there are gaps in communication and the resulting frustration will be a source of long dialogue.

3. PIPELINE GAME/ BULL GAME

Description: This activity energizes the group into a team, or to emphasize the importance of each member's actions in a team.

Learning Outcomes: The main aim of this team building activity is to provide an insight into partnership communications and working process. This activity involves more than just team cooperation and communication.

4. MANAGING CHANGE WITHOUT LOSING YOUR MARBLES

Description: In this game, each team must move as many of their players from their Home base to the opposite triangle, End base, within the time limit. Facing and overcoming the congestion and confusion in "the gray area" will be necessary in order to succeed and provides high level simulation of the real working situations. Ultimately, the only way to win is by practicing innovation, systems mastery and using all of your team's diversity and resources.

Objective: To manage change in a fast paced, constantly fluid environment and to gain control over heretofore uncontrollable variables by identifying the major constraints (Six Sigma) and eliminating them. To achieve mastery in the area of systems thinking, to practice innovation, big team- small team integration, managing the many distractions, blockages and uncontrollable changes that occur in process mastery

Learning outcomes: Leadership and Strategic planning, redefining team's roles and values, managing complex processes, and outrageous communications, coordination of effort, problem solving, reliance on each other and other teams, risk taking, system's thinking (managing an interdependent system), identifying the major and minor constraints within a system, and high level multi-dimensional change mastery.

5. CLIMBING THE CORPORATE LEADER

Description: In what is truly a most unusual game, "Climbing the Corporate Ladder" requires much skill, foresight and sheer guts to succeed. To get ahead, it is necessary that all team members work together to improve their performance by actually climbing up short ladders or even an entire 28 foot rock wall to get points.

Objective: While combining speed and agility with strategic planning, this moderately physical game can be exhilarating or frustrating depending on how each individual works as part of the larger team.

Learning Objectives: Teamwork, leadership and risk taking, planning and execution with communication. Creative and group problem solving are required to really maximize performance.

6. CAPTURE THE BAG

Description: Often in the corporate world, just as we think we've got the situation totally under control and everything is "in the bag", we discover that we missed the mark. As a timed purely competitive assignment, teams must compete for limited resources. Speed is of the essence to meet the objectives however overall strategy is the way to win this puzzling process.

Objective: To help teams balance tactical and strategic planning. In order to redefine themselves by listening carefully to assigned goals, teams must manage the task and the process.

Learning outcomes: Thinking both tactically and strategically, communicating, paying attention to instructions.

7. GRIDLOCK SYSTEMS THINKING GAME

Description: Each of four teams is given a wheeled mini-cart which is controlled directly by teammates. The only way to prevent "Gridlock" is for the teams to plan together strategically, act as a team, and choose whether to serve their own team or the bigger unit.

Objective: To manage information and cope with change while facing physical limitations.

Learning outcomes: Team awareness, communication, thinking outside the box, leadership, strategic planning, and time management.

CONCLUSION

Management Games can help managers make better strategic decisions when facing the uncertainty of competitive conduct. If you don't change your game to gain advantage, one of your competitor's will. Simulation Games provides more precise measurements of behavior than field research, because decisions are made in a closed organization/environment system. The limitations of gaming are several in numbers the weakest aspect of business simulations has been their lack of generalizability. These helps management to visual the situations and take decisions accordingly. It improves the communication and coordination among them as a essence of the management.

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