The simulations in this two binder collection are designed to provide a wide choice of settings for your training assessment activities.

The Dubchinzaneth Building Project: Tasked with providing help following a major international disaster, your participants must choose a reconstruction project. How will they plan the construction? What unexpected problems will they face and how will the team tackle them?

The Nasmullin Product Development Project: Tasked with championing a new product development project, your participants must plan and manage the development of the product overseas in the face of threats to financial stability, sabotage and legal action.

The Valleys Local Authorities Merger: As managers in a Local Authority, your participants need to make the merger with their neighbouring authority run successfully.

The Brabent Hospital Trusts Merger: Your participants need to merge their Hospital Trust with a neighbouring Trust. Their job is to choose a merger project team and convince their colleagues of their choices. Then tackle the problems as they arise.

Part One includes a complete set of guidance materials for running the simulations for an assessment or a development centre. And you can choose whether to run a linked sequence of activities or to mix and match across the four settings.

Part Two includes guidance materials for using the simulations to train and develop the members of a team, or alternatively, team leaders and managers. Use them before, during or after the training, to identify needs, check learning, or let them practice applying the lessons.

Part Three contains copies of all materials for running the simulations, for participants, centre managers and trainers.

These simulations are a perfect way to assess and/or develop a wide range of core skills.

Contents
Introduction: Using the simulations within assessment and development centres; Using the simulations for training purposes. Part One Assessment and Development Centre Documentation: The coding system; Observer record: group discussion; Observer record: individual; Assessment sheet; Assessment factors: professionals; Assessment factors: management; Programme management notes: the Dubchinzaneth Building Project: Recommendation and combined; Planning and combined; Contingency and combined; Programme management notes: the Nasmullin Product Development Project: Recommendation and combined; Planning and combined; Contingency and combined; Programme management notes: the Valleys Local Authorities Merger: Recommendation and combined; Planning and combined; Contingency and combined; Programme management notes: the Brabent Hospital Trusts Merger: Recommendation and combined; Planning and combined; Contingency and combined; Assessor guidelines: Management factors: recommendation; Management factors: planning; Management factors: contingency (group); Management factors: contingency (individual); Professional factors: recommendation; Professional factors: planning; Professional factors: contingency (group); Professional factors: contingency (individual); Participant reports: Recommendation; Planning; Contingency. Part Two Training Documentation: Facilitation notes: The Dubchinzaneth Building Project; The Nasmullin Product Development Project; The Valleys Local Authorities Merger; The Brabent Hospital Trusts Merger; Simulation briefings: Team simulation briefing; Management simulation briefing; Simulation reviews; Team simulation reviews; Management simulation reviews. Part Three Participant and Assessor/Facilitator Briefs: The Dubchinzaneth Building Project: participant briefs: Part 1 recommendation and combined; Part 2 planning and combined; Part 3 contingency and combined; The Dubchinzaneth Building Project: assessor/facilitator briefs; The Nasmullin Product Development Project: participant briefs: Part 1 recommendation and combined; Part 2 planning and combined; Part 3 contingency and combined; The Nasmullin Product Development Project: assessor/facilitator briefs; The Valleys Local Authorities Merger: participant briefs: Part 1 recommendation and combined; Part 2 planning and combined; Part 3 contingency and combined; The Valleys Local Authorities Merger: assessor/facilitator briefs; The Brabent Hospital Trusts Merger: participant briefs: Part 1 recommendation and combined; Part 2 planning and combined; Part 3 contingency and combined; The Brabent Hospital Trusts Merger: assessor/facilitator briefs.

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Julie Hay is Chief Executive of Psychological Intelligence Ltd, training consultancy A D International and specialist publisher Sherwood Publishing. She has over 40 years’ experience in the public and private sectors as a manager, trainer and consultant. In addition to her work as a trainer, Julie has been researching competencies and designing assessment and development centres since 1979, across a wide range of sectors such as a major airline, engineering construction, merchant banking, insurance, the NHS, the police and probation services and a couple of large government agencies.

Julie is author of The Gower Assessment and Development Centre, a three-volume collection of materials for assessment centres which can also be used in conjunction with this current publication, and co-author of Mission to Enernova, a board game also designed for training and assessment centre use. She wrote Getting the Best out of Development Centres for the Cabinet Office, who circulated it throughout the Civil Service, and is also a prolific author on topics unrelated to simulations, having produced books, packages and audiotape sets on organisational applications of transactional analysis, NLP, and transformational and developmental coach/mentoring.

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