



Your Business Acumen Simulation Checklist

- ☐ **Utilize Experiential Learning:** Focus on hands-on, interactive learning methods. Experiential learning ensures participants actively engage with the material, leading to better retention and practical application.
- ☐ **Embrace Decision-Making Autonomy:** Provide participants with the freedom to make decisions and own the results. This autonomy fosters engagement, accountability, and a deeper understanding of business dynamics.
- ☐ **Use the Full Mix of Learning Styles:** Incorporate kinetic, visual, auditory, and logical elements in simulations. Catering to different learning styles enhances understanding and makes the learning experience more inclusive.
- ☐ **Use the Full Mix of Player Types:** Encourage competition and improvement but also collaboration and exploration, with different modes happening at different times. This approach helps participants engage throughout the workshop.
- ☐ **Ensure Real-World Relevance:** Use simulations that reflect actual business scenarios and decisions participants face in their roles. This relevance makes the training more impactful and applicable.
- ☐ **Foster Transparency:** Ensure participants understand how their decisions impact outcomes. Transparency builds trust in the simulation process and reinforces learning.
- ☐ **Highlight Broad Concepts:** Focus on fundamental business principles before delving into complex details. This approach provides a solid foundation and prepares participants for more advanced topics.
- ☐ **Look at the Big Picture:** Break down silos by demonstrating how different business functions interconnect. Whole business thinking helps participants see the bigger picture and make more informed decisions.

- ☐ **Provide Comprehensive Financial Understanding:** Ensure simulations include complete representations of financial statements. This comprehensive approach helps participants develop critical financial literacy skills.
- ☐ **Promote Lifelong Learning:** Design simulations that encourage ongoing learning and application. Lifelong learning ensures participants continue to grow and apply their skills beyond the initial training.
- ☐ **Maintain Consistency Across Simulation Solutions:** Use a common framework and language across different simulations and different platforms. Consistency facilitates communication and shared understanding among participants from various roles.
- ☐ **Expand Beyond the Business:** Ask participants to analyze the broader industry landscape instead of just focusing on a single business. Understanding industry trends, competitive dynamics, and external factors helps participants gain a well-rounded perspective.
- ☐ **Balance AI Use:** Teach the foundation pieces *without* AI, and make sure people develop critical thinking and other necessary skills. When those are in place, you can introduce AI as a tool for improving results (not replacing those skills).

By focusing on these key elements, organizations can create effective business acumen simulations that engage participants, enhance their skills, and drive organizational success.