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Advance to the next level in learning

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612.325.2684

Home of 5-Step Simulations™

Without practice, there is no skill.

Simulations make perfect practice.

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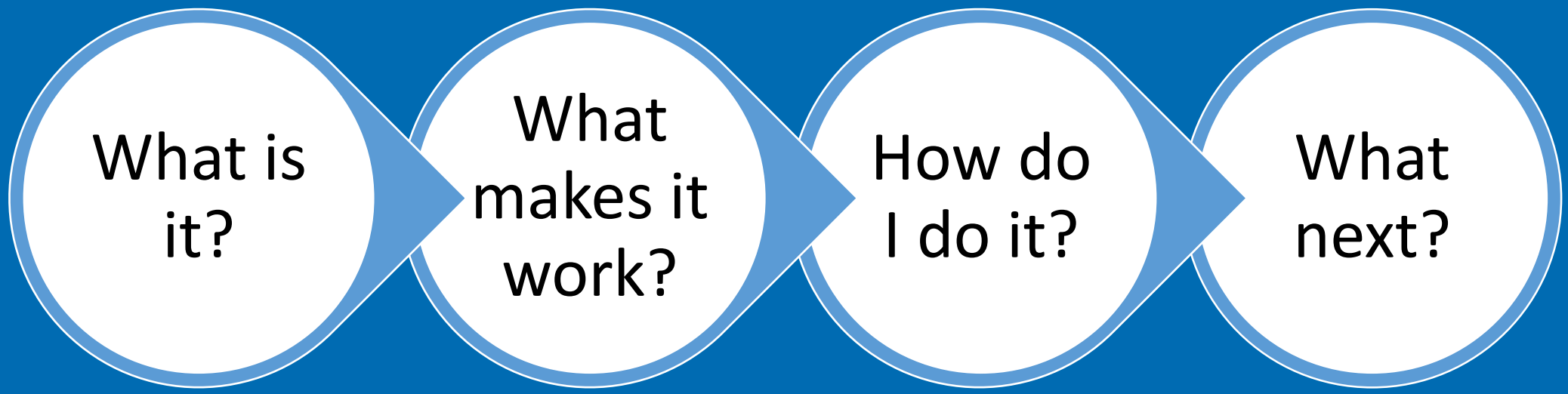
Flow of the Presentation



What are Simulations?

Educational simulations are simplified versions of the reality that learners interact with on a daily basis. They capture the essential dynamics of a workplace in a way that allows learners to explore different approaches and experience different outcomes.

—Hill & Semler, 2001

Simulation Confusions

1. **Simulation ≠ Computer:** Simulations don't have to be electronic or online.
2. **Practice ≠ Simulation:** Just having a learner do a task doesn't make the activity a simulation. Putting the practice into a meaningful scenario does!
3. **Case Study ≠ Simulation:** Simulations put the learners in 1st person mode as the actors, not as 3rd person analyzers and critics.

Tip: To turn skill practice into a simulation, add in the real-life challenges that the learners have to face as they perform the tasks on the job.

What makes them effective?

Simulations for Learning =

Relevance + Story + 1st Person Practice

Effective learning simulations:

- Use scenarios that are relevant to the job
- Put people into the action of a story
- Let people learn by doing tasks and seeing the results of their decisions

Simulation Design Principles

- Make the simulation feel like real work
- Strip away excess complexity and focus on the key dynamic
- Make the situations, choices, and outcomes believable
- Allow choices to influence outcomes
- Keep the rules in the background

Landing an Airplane

Simulation Fidelity

What level of fidelity (complexity) do you need to get the performance improvement results desired?

Once upon a time…

Storytelling

Once upon a time…

Simulations

…to get Engagement and Transfer

The *5-Step Simulation™* Method

Simulations can be complicated. In order to make them as accessible as possible for trainers, I created the 5-Step Simulation™ method.

Each *5-Step Simulation™* works like this:

1. **Set the Stage**
2. **Start the Action**
3. **Handle the Challenge**
4. **Close the Scene**
5. **Reveal the Outcome**

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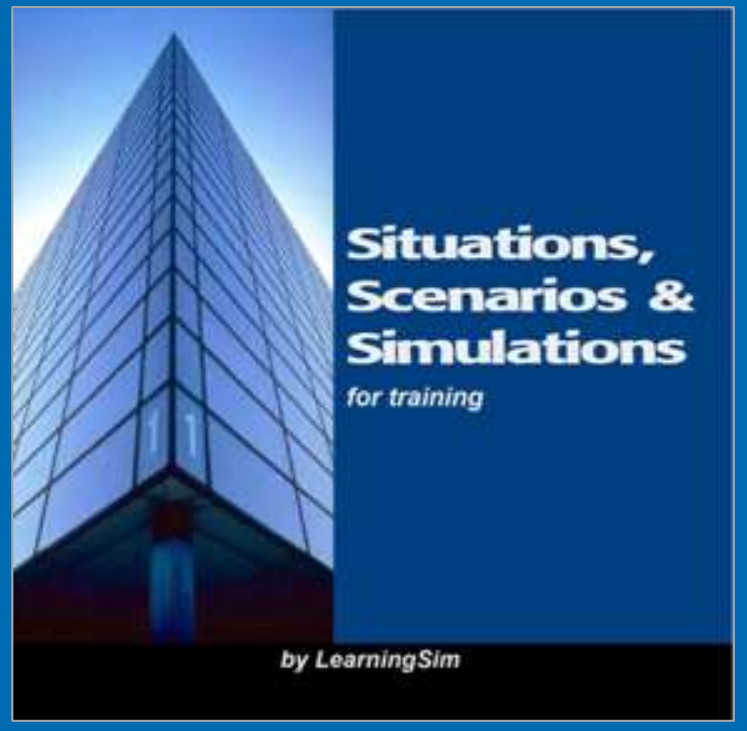
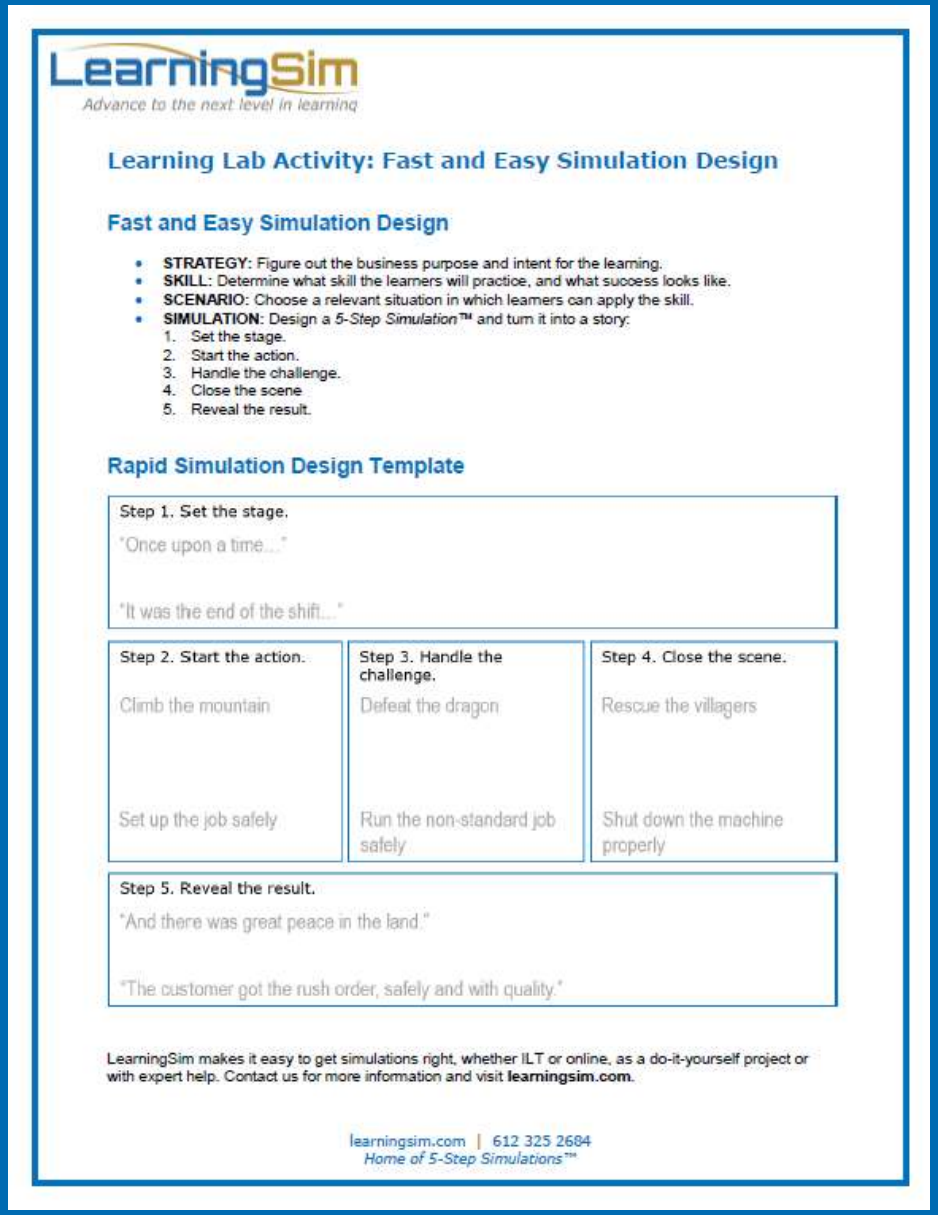


5-Step Simulations™ digital download from LearningSim and Trainers Warehouse

Walk-through with the Template

Fanciful and Realistic Examples

1. **Set the Stage**
2. **Start the Action**
3. **Handle the Challenge**
4. **Close the Scene**
5. **Reveal the Outcome**



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Learning Lab Activity: Fast and Easy Simulation Design

Fast and Easy Simulation Design

- **STRATEGY:** Figure out the business purpose and intent for the learning.
- **SKILL:** Determine what skill the learners will practice, and what success looks like.
- **SCENARIO:** Choose a relevant situation in which learners can apply the skill.
- **SIMULATION:** Design a *5-Step Simulation™* and turn it into a story:
  1. Set the stage.
  2. Start the action.
  3. Handle the challenge.
  4. Close the scene
  5. Reveal the result.

Rapid Simulation Design Template

Step 1. Set the stage.		
"Once upon a time..."		
"It was the end of the shift..."		
Step 2. Start the action.	**Step 3. Handle the challenge.**	**Step 4. Close the scene.**
Climb the mountain	Defeat the dragon	Rescue the villagers
Set up the job safely	Run the non-standard job safely	Shut down the machine properly
Step 5. Reveal the result.		
"And there was great peace in the land."		
"The customer got the rush order, safely and with quality."		

LearningSim makes it easy to get simulations right, whether ILT or online, as a do-it-yourself project or with expert help. Contact us for more information and visit **learningsim.com**.

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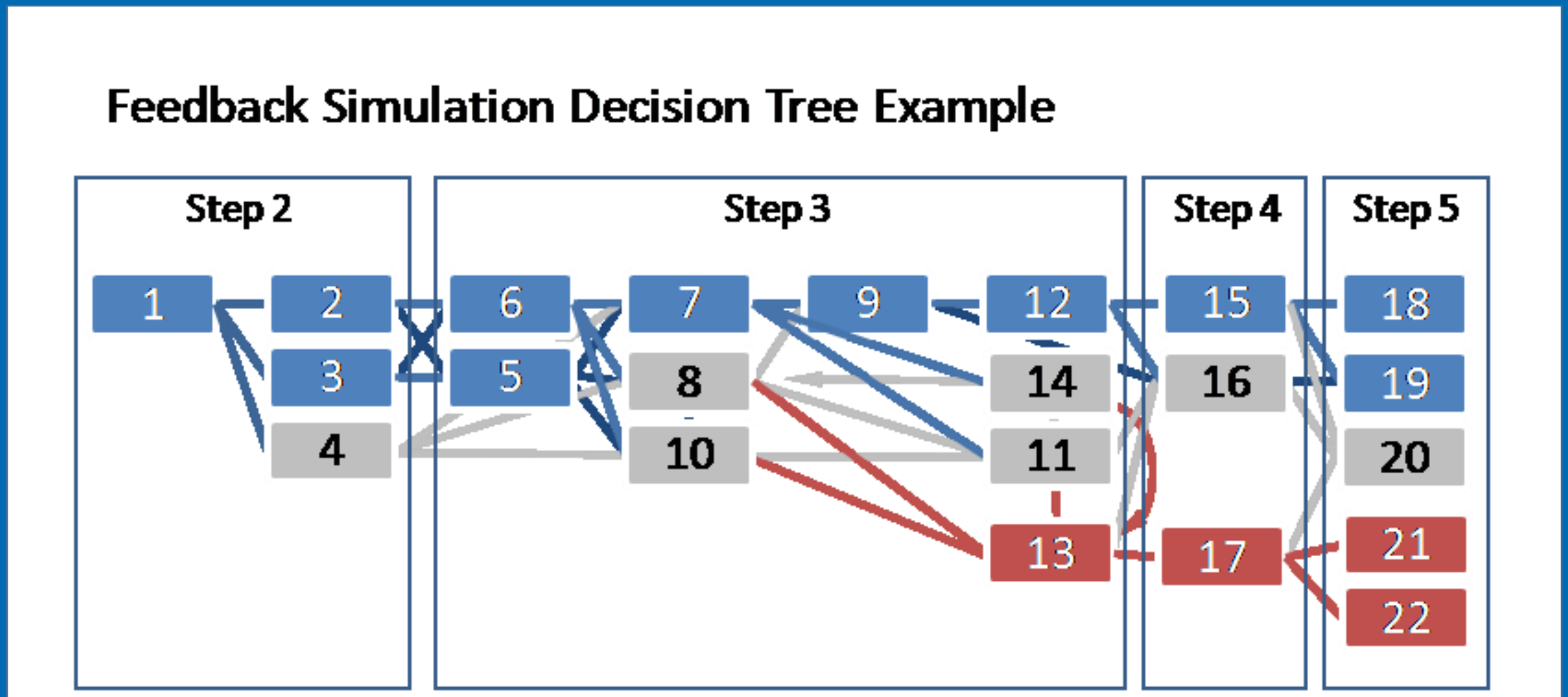
5 Steps, As many Moving Parts as you Need

Branching Decisions



Step 1 (Set the Stage) was done before learners got into the decision screens.

Uses of Simulations

- Get your learners more engaged with realistic skill practice
- Tie together multi-session programs
- Get better learning results with less time invested
- Equip leads and managers to deliver high-quality training
- Get more business impact from training

Simulation Examples

- Get your learners more engaged with realistic skill practice *(ADI CSE)*
- Tie together multi-session programs *(Ross Jumpstart)*
- Get better learning results with less time invested *(Rockwell Career Coaching)*
- Equip leads and managers to deliver high-quality training *(Adaptive Insights)*
- Get more business impact from training *(Rockwell Leadership Foundations)*

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How to Create or Choose Simulations – DIY Method

Do it Yourself (DIY)

- Identify the skill and the situation (use 80/20 rule)
- Target a simulation for that scenario
  - Use a pre-written simulation from *5-Step Simulations™*
  - Use the Rapid Simulation Design template
  - Write your own
- Develop trainer and participant material

Rapid Simulation Design Template

Get the PDF

http://bit.ly/2k43STF

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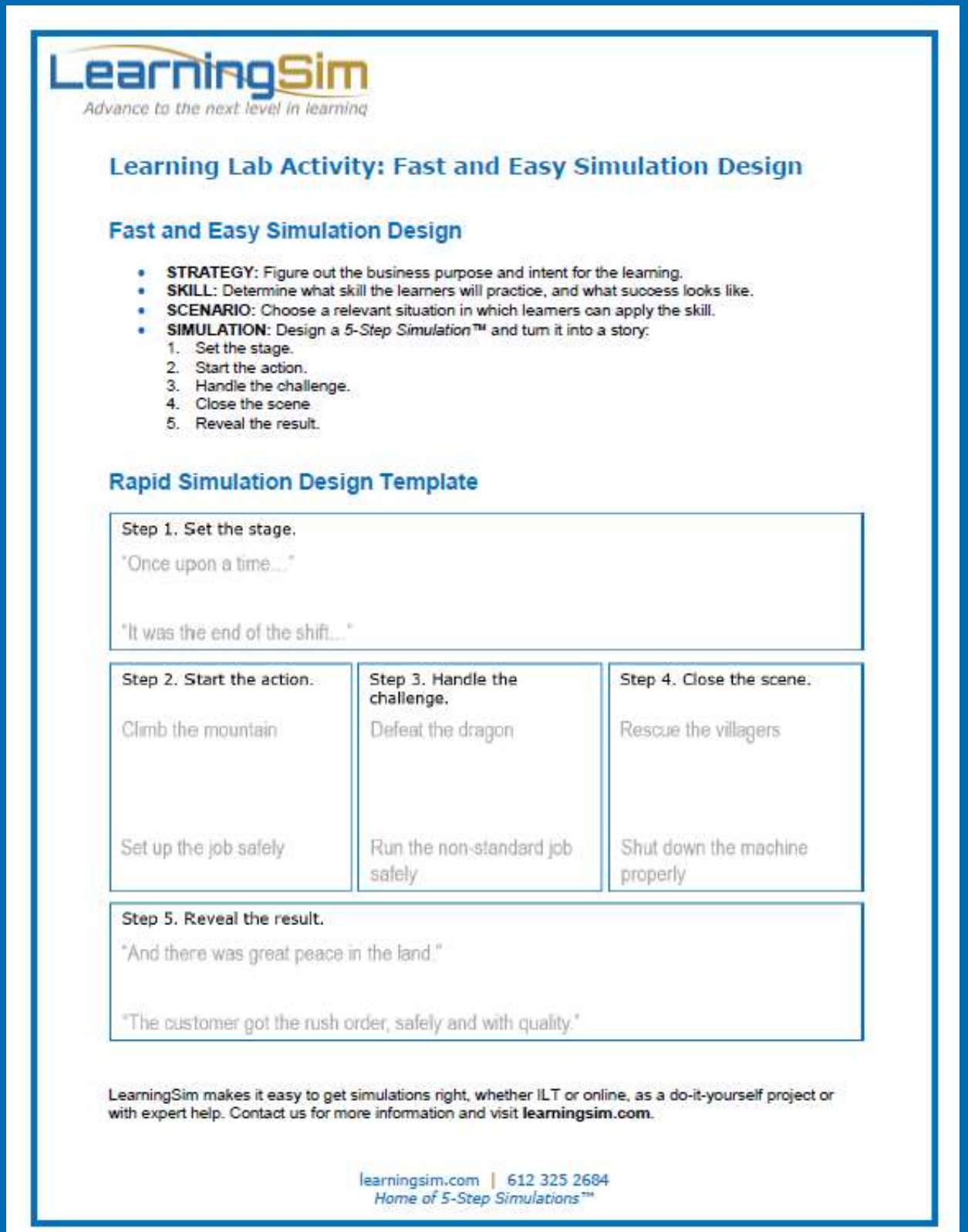

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Practice!

1. Select a topic that might benefit from simulation-enhanced learning.
2. Follow the Rapid Simulation Design Template steps and sketch out a 5-Step Simulation for that topic.
3. Share with a partner and come up with a question for the facilitator.

Sharing & Questions

Have some fun with the Mad Libs!

Using Simulations for Training

(In the style of Mad Libs®)

Simulations are great for _____! They make training feel more
(verb ending in -ing)
like _____. The more that training can feel like real life, the
(noun)
easier it is for people to _____ what they learn.
(verb)

You can use _____ in online training, in the _____, on the
(plural noun) *(type of room)*
job, or in large _____. LearningSim designs simulations for all
(plural noun)
types of training goals and situations!

Our secret is in the storytelling. We _____ learn about your
(adverb)
business and the _____ facing your learners. That lets us
(plural noun)
write simulations that focus on your _____ and that feel like
(plural noun)
real _____ for the learners. We put your learners into the story, so
(noun)
they can _____ the skills they need.
(verb)

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Thank You, MNISPI!

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