

Develop your business leadership teams with

OPERATION PROFIT

a development simulation devised by Peter Norris & Guy Tunnickliff.

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Operation Profit

- ◆ A multi activity business simulation in which
- ◆ a company aims to make profits in a day's trading with
- ◆ teams contributing to profits & responsible for financial performance.

- ◆ An opportunity for participants to review their leadership behaviour and
- ◆ for teams to receive feedback from coaches on their performance.

- ◆ A challenging and enjoyable assessment and development activity.
- ◆ A business team performance improvement process.

How it works

After forming as teams and developing their strategies, each business team contributes to profits by:

- 1) *Buying materials and equipment* to perform a wide variety of tasks.
- 2) Producing units by *carrying out tasks* to monitored quality standards.
- 3) *Selling units to meet orders*, with penalties for not delivering.
- 4) *Managing costs* for rent & salaries plus materials & equipment hire.
- 5) Maximising revenues and minimising costs, by making effective and creative *use of human and material resources*.

Management information:

Each team keeps information on its current production and financial position. At the end of the activity each team's General Manager presents a report on progress over the 2 years of simulated activity.

Team reviews

After the activity, each business team reviews its performance with a coach who has monitored their behaviour during the activity. This review focuses on:

- ◆ team self assessment, coach and colleague feedback
- ◆ team and individual leadership questionnaire profiles
- ◆ team results, strengths and development needs
- ◆ individual leadership strengths and development needs
- ◆ team development and business improvement plans
- ◆ individual leadership development plans.

As a result specific plans are created to be implemented back at work. These plans can be the first steps in a leadership development programme.

