

Developments In Business Simulation & Experiential Exercises, Volume 20, 1993

SIX SWIFT SIMULATIONS ON GLOBALIZATION

Sivasailam Thiagarajan, Workshops by Thiagi

Most business simulations are lengthy affairs, often lasting through a semester. In contrast, this session involves six rapid simulation games dealing with the themes of multiculturalism and globalization. The primary purpose of the session is to introduce participants to the motivational and instructional effectiveness of simulations that last for brief periods of time-but provide rich experiences that can benefit from lengthy debriefing. The session will involve the actual play of six swift simulations, and model facilitation techniques suited for rapid experiential activities. Participants should be able to borrow and apply all of the six swift simulations in a variety of training and team-building situations.

Among the six swift simulations, an activity called BRIEF ENCOUNTERS explores factors related to cross-cultural contact and communication. Two groups of participants, representing different cultural groups interact in an embassy-party environment. SECOND LANGUAGE forces participants to experience the frustrations of non-English speaking managers. Participants read an English passage from a business text as it would appear to a non-native speaker. QDPD highlights the importance of a global perspective. In this studio-game variation of the PRISONER'S DILEMMA participants learn the advantages of forming strategic

alliances. REINCARNATION deals with prejudice and discrimination. It enables participants to undergo simulated gender, ethnic, physical, or sexual-orientation changes. CHATTER emphasizes the importance of nonverbal communication. Participants learn how gestures, proximity, voice, formality, and degree of self-disclosure convey different messages to people from other cultures. FIRST TOUCH identifies alternatives to unhealthy competition. It illustrates the immediate and long-term effects of coming up with win-win solutions.

COMPANY PROFILE

Workshops by Thiagi provides consultative help in the design, development, and delivery of training to corporations and nonprofit organizations around the world.

BIOGRAPHY

Sivasailam 'Thiagi' Thiagarajan owns and operates *Workshops by Thiagi*. With a Ph. D. in Instructional Systems Technology from Indiana University, Thiagi has been developing and delivering training around the world for the past 30 years. Having lived in three different cultures (in India, the U. S., and Liberia), Thiagi specializes in cross-cultural aspects of training and management. The current president of the North American Simulation and Gaming Association (NASAGA), Thiagi is noted for the design of hundreds of games and simulations.