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THREE STRIKES AND YOU'RE OUT!: A DOWNSIZING EXPERIENTIAL EXERCISE

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WORKSHOP

Time Frame: 30-45 minutes

Pertinent Courses:

Principals of Management, Organizational Theory/Organizational Behavior, Human Resource Management, and/or Production & Operations Management.

Format:

Participants will role-play employees of a firm which has made a decision to downsize. Participants will debrief the exercise as would be typically done with students. Participants also will be asked to comment on the relevance and meaningfulness of the exercise.

Description:

This workshop is a demonstration of an experiential exercise on the impact that downsizing has on a company's employees. Participants in the workshop will be asked to play members of a company, which has made a decision to downsize. The exercise employs a mock baseball game as the means to select employees for termination. The exercise attempts to have the participants simulate the experiences of both those who have been terminated, as well as those who remain with the firm.

Learning Objectives:

Experience the impact of downsizing, learn responsibilities to terminated employees, appreciate impact of downsizing on organizational morale, develop an ethical downsizing strategy, and create alternatives to downsizing.

Materials Required:

Clip boards, 4-5 whiffle balls, baseball bat, (if available, use of an outdoor space).

Group Size:

Twenty to 35 participants are manageable. Any number of teams, with 5-10 people on a team.

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