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Org Sim Jr.: A 2-3 Hour Version of the 2-Day
Blanchard/Murrell Organization Simulation

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Five years of successful development and use of the Blanchard/Murrell Organizational Simulation (Org Sin) led to the creation of the shortened version of the simulation in the summer of 1991 (Blanchard/Murrell. 1986). It had been used successfully in several other universities, in public and private business and in cross-cultural settings; however, the logistics of a full two-day simulation limited the applicability. University colleague and business partners wanted a version that could be conducted in less time, could be facilitated by one or two people and would require only one room, not the four' needed for the full version.

Fortunately for the author, as he was participating in the Spring 1991 Annual American Management Association, HRD Conference in Orlando, Florida, he was able to attend a presentation featuring a condensed version of Barry Oshry's highly respected week-long workshop called the Power LAB (Oshry 1991). The modifications of this very elaborate power simulation served as if excel lent model to condensing a multi -day program into a shorter and easier to operate mini-lab (Oshry, 1977).

Understandably a shortened version will lack the full depth and intensity of a complete simulation. But the shortened version does ;, have much to offer. and it is especially useful in situations where people cannot manage either the time or the facilities to provide the longer complete version.

Although there are some similarities the Org Sim Jr., as a second generation of Org Sim is very different from the Oshry Power Lab design. Both models attempt to create organizational environments to teach issues that cannot be taught well in more traditional formats. . Both simulation create organizations I environments in which participants can learn about V the complexity of organizational behavior.

The Org Sim Jr. offers the same cutting edge experiences as the more complex original simulation. Interactions with the participants (from 20 to 60 people) as the struggle to make an organization perform effectively provide intense personal learning experiences. In the original Org Sim long-term learning results have frequently been reported no other design even begins to create the organizational dynamics that result from this real life simulation (Murrell/Blanchard 1992). . In classroom teaching and organizational training an

organization-based simulation is an essential tool for people to learn about the context in which they will be expected to perform.

This understanding of the organizational context is taken for granted too often. In reality, few people, including managers, have a serious appreciation of the deep complexity of organizations. It may well be that we inadvertently prevent people from developing this deeper understanding of organizational dynamics by emphasizing individual and not collective behavior. This organizational complexity, as well as the important societal and cultural environments in which we live, is not well taught in most experiential designs. In a period of history where the importance of these is becoming more and more obvious, it is appropriate to design more usable tools to teach an appreciation for these macro-level dynamics. The Org Sim Jr. design is offered as one example.

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