

# SIMTalent

## Build a successful talent management strategy with the SIMTalent simulation



### What is a business board game simulation SIMTalent?

SIMTalent combines a training and a game, and the goal is putting the participants in a realistic situation where they have limited time and budget to develop a strategy for talent retention and development.

### How does it work?


Participants receive individual profiles of four members of their teams. Next is the choice of an appropriate development tool for each of them, where each choice means a certain investment of time and budget. To be as realistic as possible, the business simulation includes unforeseen circumstances that affect each member of the team, the team itself, the leader or the entire organization.







### Challenges for the organization and team leaders

Challenge	Our solution
Inheriting a certain open position in the company	▶ Part of SIMTalent is also a simulation of succession planning or succession management
Building individual development plans with limited budget and time	▶ A game that puts participants in realistic conditions, including compliance with budgets
Taking adequate measures in unforeseen circumstances and an urgent need for decision-making	▶ Simulation with many possible scenarios, including various events, which prepares leaders for the real challenges of working with people



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 <http://lss.bg/en>

HR AREA:	USAGE:	FEEDBACK TYPE:	PARAMETERS:	FORMAT:
 HR management	 Web-based	 Self-assessment	 Time to complete: 1-2 days, including a training and a board game	 Standardized
 Organizational development	 Mobile App	 Multi-rater	 Standard - English, Bulgarian, German	 Adaptable
	 Training with moderators	 Employee survey		

The business simulation can be an individual training or a part of talent development training; it can be used together with the Talent Portfolio App or as a separate product.