



Team Manager™ Simulation: Diversity & Inclusion

The Team Manager Simulation presents opportunities for handling a variety of D&I-related issues while managing the profitability of a business – because HR matters don't happen in a vacuum!

The primary components of the sim are **Management Issues** and **Investment Opportunities**. Management Issues are presented as a series of HR-related scenarios via short video, each with four possible responses based on the *Radical Candor* framework from Kim Scott's book of the same name. A free-form text field is incorporated for teams to take note of their discussions, particularly what they had to wrestle with or make assumptions about. These course of action explanations provide rich insights for facilitated debriefs. Teams also evaluate **Investment Opportunities** - a range of possible investments meant to attract diverse candidates and/or improve the business's operations, sales and related efficiencies. The **Management Issues** and **Investment Opportunities** may be tailored or fully customized to address issues within your industry or organization. Details of what currently exists in the sim follow:



MANAGEMENT ISSUES

There are currently a pool of eight Management Issues from which to build your simulation. They include:

Exemption Request: A scenario in which a white male in his late 50s claims to understand and embrace diversity goals but believes his team should be exempt because they are a "well-oiled machine," and because they are critical to the business's operations. He argues against fixing something he doesn't feel is broken.

Workplace Authenticity: In this vignette, a woman reports to you that a team meeting you had to miss devolved into team members telling another she was being manipulated by the media and that her concerns about raising young African-American boys in today's world are unfounded.



The Interview: You receive complaints about someone on your team whose interview questions to women are decidedly inappropriate, if not illegal.

LGBTQ: In this scenario, an employee complains to you about a colleague who is making others uncomfortable with derogatory comments.

Fast-Track Employee: A mentor of a fast-track Millennial seeks your advice on how to help the rising star overcome accusations that his recent promotion was unwarranted.

Outside Events: You receive complaints about a subordinate who attended a political rally over the weekend and whose photo landed on the front page of the paper. Those complaining are worried about the company's image and responses from customers.

Derogatory Comments: A young woman voices her concerns to you about continually being called, "honey" or "sweetie" and how that appears to be diminishing her standing with the team.

Discrimination: In this scenario, a male candidate for promotion reveals he thinks his competition for the new position – a woman who has just announced her pregnancy – should be disqualified from the opportunity.

INVESTMENT OPPORTUNITIES

Within each round, various Investment Opportunities become available depending on your simulated business's budget. The simulation currently includes:

- Various healthcare proposals
- A range of recruitment efforts
- Implementing various flexible work schedules
- Offering relocation packages
- Improving 401K offerings
- Providing wellness benefits
- Enhancing vacation packages
- More!

Investment Opportunities are easily modified to mirror your business.

The simulation is designed to facilitate rich dialog among teams of diverse employees. We recommend a D&I expert (ideally from your company, though we have partners we can connect with you) facilitate the simulation debrief sessions. The simulation may be deployed live or virtually, run over the course of a half- or full-day (recommended as debrief sessions tend to include complicated subject matters) in teams of 4-6 participants.

It is important that participants feel safe to discuss the issues that are brought up as many of the scenarios will resonate, personally, with participants.