



Dress Rehearsal

AUDIENCE

Managers, team leaders, and individual contributors. *Dress Rehearsal* can be a powerful component of an ongoing curriculum; a stand-alone experience to focus on a team-oriented performance gap; or a reinforcement event for past leadership, management, and teamwork skill development.

Boost team skills with a complex challenge

Program Benefits

Whenever individuals work together as a team, there is a place for *Dress Rehearsal*— and the more complex and dynamic the better! This fast-paced, competitive simulation from BTS gives professionals and managers a complex performance challenge to solve as a team. *Dress Rehearsal* is a key component in developing team behavior and strengthening leadership and management skills, and will help performers and managers:

- discover their role as leaders and performers
- learn how to work as individuals and teams in rapidly changing complex environments
- learn how to leverage systems and procedures as complexity increases
- discover the importance of working across teams
- identify key performance gaps and, together with their team, develop a plan to improve performance
- better understand the power of goals and vision
- create or renew a strong spirit and sense of team

Program Description

Dress Rehearsal simulation is played in three rounds, during which teams must plan, perform, and debrief. Each round requires more than one thousand discrete decisions to create “the performance.”

Actual play takes place on a Score mat that includes more than 92 players and tokens. The amount of income each player can generate on an available Score square is governed; the ultimate objective is to achieve a maximum level of income generation by the placement of players on the Score.

By the end of the day, individual and team “real behaviors” emerge. The teams discover what they are good at, what it takes to work across functions, and the importance of both adaptability and systems. Their work is debriefed around six key drivers of human performance. Success is measured by the cumulative operating income achieved— with bragging rights and awards for the victors. During the last hour of the simulation, participants apply their discoveries to their real work teams and individual jobs.

Implementation/Customization

Implementation is typically one day. Workshops can run from as few as ten participants to as many as 30. Program debriefs are customized to focus on a specific organizational or team need, as well as on the job application. Company meeting or teamwork processes can be incorporated into the program handbook, and the maps and materials can be customized.

Dress Rehearsal is part of BTS’s *Performance Mastery System*™, a suite of integrated products, tools, and processes designed to create sustained alignment and engagement.

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