



Mission Possible

AUDIENCE

Leaders, managers, team members, and others involved in organizational change initiatives.

Achieve the mission of managing effectively through organizational change

Program Benefits

Mission Possible, from experience it, inc., is a unique and stimulating simulation that dramatically brings to life the principles and practices of work process redesign. In this simulated environment, participants experience the frustration of working in a traditionally-managed business. They then have the opportunity to streamline and enhance their work processes in a challenging and exciting mission. After experiencing *Mission Possible*, participants will be able to:

- Lead and manage through significant organization transformation and change
- Understand and leverage the principles of large and small-scale work process redesign
- Understand alignment to mission and strategic execution
- Foster creative and innovative thinking
- Increase team effectiveness

Program Description

During the program, participants are members of an elite group of agents called S.W.A.T., Inc. The team's mission is to neutralize a threat by an unknown group who have taken over a nuclear power facility and are threatening to execute their plan within 90 minutes if the government does not comply with their demands! S.W.A.T. is hired to send its team into the facility to find and eliminate the threat. Seconds tick by as the mission unfolds - and comes to a startling end. During the mission debrief, the team's performance measures are reviewed. Participants identify and assess the organizational obstacles to high performance they encountered during the experience. They are introduced to cutting-edge principles and practices of work process redesign, along with managerial best practices in leading transformation and change.

Participants are then divided into two competing groups as they apply their learning to the transformation of their S.W.A.T. organization. Teams prepare and present their business case for transformation, and in a subsequent mission they have the opportunity to implement their plan. Both teams experience astonishing improvements over the first mission, and a winning team is announced. Then participants dive into a final debrief which culminates in planning how to apply their learning to their real-life work.

Implementation/Customization

Mission Possible is a 1 or 2-day experience appropriate for 18-36 participants. It can be run as a stand-alone program or as a cornerstone experiential component in a broader management development or team development learning program.