

## TOPSIM® – Learning Manager



A simulation for effective and efficient management of the learning function

### Why TOPSIM®?

- More than 300 universities and 150 companies use our simulations.
- Participants get a holistic picture about the industry and gain competencies needed through group work, lectures, and creative assignments.
- They are fun to play and participants enjoy while they learn and retain the knowledge better.

TOPSIM® – Learning Manager is a strategic simulation-based intervention that equips the participants to be better managers and leaders of their learning functions. The simulation focuses on certain key objectives, specifically highlighting the steps taken to improve the effectiveness and efficiency of the organizational learning decisions and programs.

The simulation allows the participants to run the learning processes like a business and make strategic decisions, mapping to the key challenges faced by the organization. This exercise also provides an opportunity to develop strategic learning plans, analyze the decision-making framework, and operate cost-benefit analysis tools. With the TOPSIM® – Learning Manager, participants experience a business-like approach to decision making and can evaluate their results in a risk-free environment.

### Methodology

- Participants take up the role of the CLO of a company.
- They take critical decisions on setting goals, creating training programs, types of interventions to be used, costs, development and deployment methodologies, and priorities of execution.
- They take into consideration the drivers of effectiveness and efficiency, such as:
  - Aligning strategies and impacts to business goals.
  - Analyzing ILT, WBT, simulations, and performance support to choose the best interventions.
  - Considering factors such as target audience, business impact, change management, strength of sponsorship etc.



TOPSIM®

LEARNING BUSINESS BY DOING BUSINESS

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### Key Clients

Allstate Insurance  
American Airlines  
Audi  
Boston University  
British Airways  
Citibank  
Colgate-Palmolive  
DaimlerChrysler  
Deutsche Bank  
ExxonMobil  
GE  
GlaxoSmithKline  
Granada Learning  
Hewlett Packard  
Lufthansa  
McGraw-Hill  
McKinsey & Company  
Motorola  
Nestlé SA  
Oracle  
Pearson Education  
Siemens  
Unilever  
Vodafone

### TOPSIM® – Learning Manager

Developed in partnership with Dave Vance, founder and former President of the award-winning Caterpillar University. Dave was named 2006 CLO of the year. He was also Chief Economist at Caterpillar and brings his economics and business approach to learning.

- Creating a business plan and getting it approved.
- Analyzing needs and linking them to interventions.
- Understanding costs—direct as well as opportunity costs.
- Using economics to select the highest return interventions.
- Conducting analysis of net benefits and ROI, measuring the impact of learning on business results.
- The simulation is conducted with teams of 3–5 participants.
- The participants' effectiveness and efficiency are measured on parameters including alignment, Total Net Benefit, effectiveness scores, and efficiency scores.
- The strong dynamism of the game creates a competitive element, which keeps the interest levels high. The objective measures ensure a uniform parameter for de-briefing, which is an integral part of the simulation.

### Learning objectives

- Managing learning for effectiveness and efficiency
- Running the learning function like a business with specific and measurable goals, business plans, regular reporting, and ROI calculations
- Aligning learning and business goals, for maximum strategic impact
- Understanding the various costs and methods of interventions
- Selecting the right learning interventions

### Target group

- CLOs, training directors, and training managers in a central function
- Training specialists and consultants working independently or in association with a specific line function
- Line or functional managers in charge of taking training decisions and interested in implementing learning programs
- HR leaders and managers, Organizational Capability Development, Human Capital Improvement, Competency Enhancement, Talent Engagement professionals in organizations or consultants

### Duration

1 day (between 4–8 hours)

### Participants

9–15 (in groups of 3–5)



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## Typical Workshop Schedule

Introduction to the seminar and the scenario
Introduction to the concept of managing learning for effectiveness and efficiency
Detailed presentation and group discussion on the factors that make up effectiveness and efficiency
Presentation of tools and techniques, both qualitative and quantitative, to evaluate data, analyze the business, and learning objectives
Consider business and financial parameters for evaluating and reporting data and results
Simulation exercise to put in practice the concepts and tools discussed
De-briefing of the results with the analysis of the decisions taken and results achieved in a comparative and absolute sense
Conclusion

TOPSIM® Simulations are modular programs usually deployed in a 2–3 day workshop. At the workshops, an instructor acts as the coordinator of teams, controller of environment variables, and an educator to help teams interpret results and reports. For geographically dispersed participants, TOPSIM® can also be played over the Web as an online workshop. Furthermore, TOPSIM® Simulations are available as off-the-shelf products and in customized formats.

### About Tata Interactive Systems

*Tata Interactive Systems GmbH, formerly Tertia Edusoft GmbH, designs and develops a range of management simulations, TOPSIM®—the #1 simulation product in Germany. TOPSIM® has been successfully implemented in business education and professional training for more than twenty years, and is currently being used by more than 150 leading global corporations.*

*TOPSIM® Simulations allow one to learn by making decisions—and mistakes—in a completely risk-free environment. TOPSIM® Simulations are advanced and comprehensive models that simulate operating environments, for instance, of a start-up, of the marketing function within a company, of the overall management of a company, of global markets, or the macro economics of a country, among others.*

*The participants of the simulation take up decision-making roles of their units to compete as teams against other units in a simulated environment. While proceeding through different modules, teams need to plan, strategize, and decide, taking into account several variables that influence the operating environment. Through their decisions, the participants influence the success of their unit.*

*Interested? Contact us via email, phone, or fax for more information.*

## Contacts

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