

**Making innovative simulation learning  
happen through community and  
collaboration**

**Clive Holtham & Martin Rich  
Cass Business School, City University  
London**

1686: Louis XIV: 260 Scale Models of fortifications



"La France en  
Reliefs"  
Exhibition,  
2012

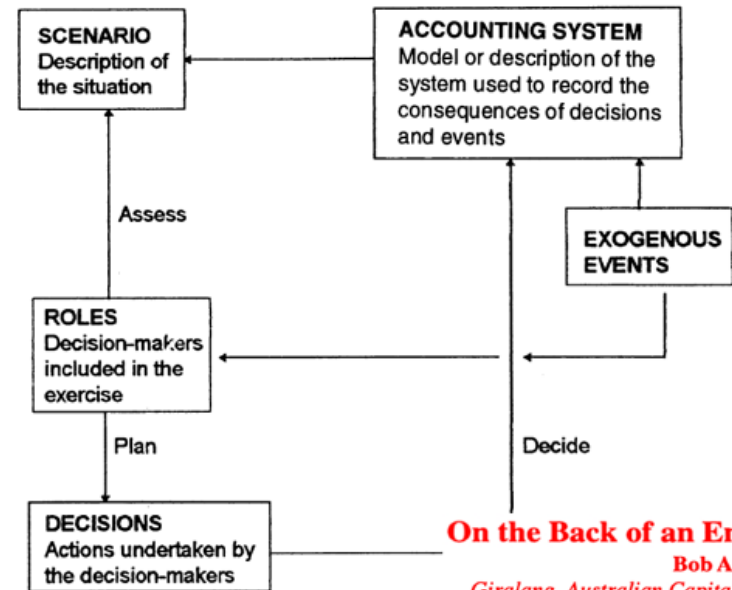
# Timeline 1

Lengthy development period from idea to innovation

.....44 years (CH)

Bob Armstrong: Univ of Birmingham & Canberra

Nigel Howard & Raul Espejo: Univ of Aston, Proteus



**On the Back of an Envelope**  
Bob Armstrong  
Giralang, Australian Capital Territory

# Timeline 2

Implement prototype (MR) called Trent Engineering in 1990

Developed successful roleplay simulation Board Game (Dean's Dilemma) 2004

Big Lottery funded project:  
Online Soap Opera 2010

## Executive Dilemma Game



Supported by  **The National Lottery**® through the Big Lottery Fund 

**Millcaster tales**

**World's first management soap-opera**

A docu-drama of everyday folk in the voluntary and community sector. Have your say about the real issues raised.

**Episode 7 - Mill Pot Café celebrity scandal**

Greg has organised a fundraising event for the youth club that he runs and well-known TV personality Susie Brook is going to be the star guest. 10 days before the event, Susie Brook hits the headlines when she's arrested for possession of drugs. Will Greg have to cancel the event? [Mill Pot Café celebrity scandal - episode 7](#)

**knowhownonprofit.org**

# Timeline 3

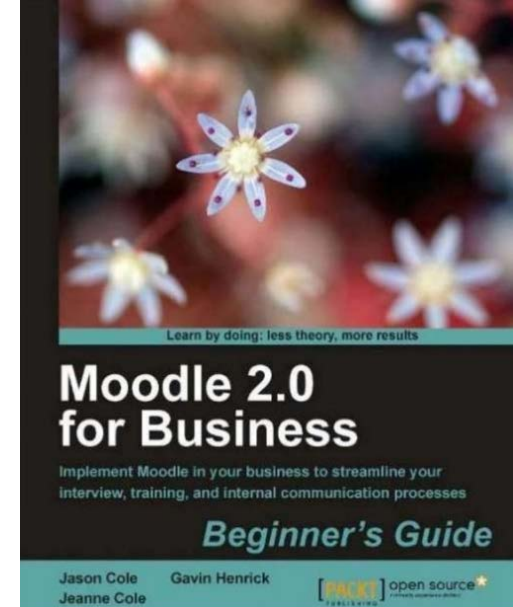
Re-birth of earlier work

Stimulus 1: Moodle 2.0 for Business

Stimulus 2: 2012 Paper to Porto Elearning Conference by Dr Mary Keeffe from Latrobe University. Use of Moodle online roleplay for training future headteachers in “wicked” problems

Stimulus 3: Pieter van der Hijden at Moodlemoot UK/IE in Dublin, 2012 – use of post it notes for planning online simulation

.....Despite all this: Inaction



# Platform: Moodle out of the box

- Choice
- News
- 2 Forums with groups/grouping
- Assignment; Reports

LA TROBE UNIVERSITY

2012-EDU5TSA-Roleplay - EDU5TSA Online Role Play

My LMS Subjects > My subjects > 2012-EDU5TSA-Roleplay > The roleplay happens here > The staff room - Post your messages here > To all staff from Mrs Baxter

Navigation

My LMS Subjects

- La Trobe University LMS
- Site pages
- My profile
- My subjects
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  - 2012-EDU5TSA-Roleplay
    - Participants
    - Reports
    - General
    - About the roleplay
    - The roleplay happens here
      - School meeting room - Post your messages here

Display replies in nested form

Move this discussion to ...

To all staff from Mrs Baxter  
by Baxter Mrg - Tuesday, 28 August 2012, 03:28 PM

28/8/12

Dear staff,

As you know we had the unfortunate incident of a fight between Jesse Moody and Bruce Distrados on the school grounds. I would like to speak to you all individually and as a team regarding this matter. I would also like to hear your ideas on how we can ensure that all the students in this school feel safe and valued. I am particularly interested to hear what plans we can put in place for teaching and learning strategies we can put in place for Jesse. I have phoned both parents to arrange a meeting to discuss the matter. Please send your messages to the staff room not the school room. As the matter is urgent I would appreciate an early response.

Thank you.

Mrs Baxter LST.

Dr. Mary Keeffe  
La Trobe University  
Australia

Role Model  
2012

# Timeline 4

Association of Business Schools Conference York,  
2014

Not one but two excellent presentations on low-cost  
low-fi online roleplay simulations

U of Winchester

U of Central Lancs

PANIC

# Roz Sunley, Winchester: Laputare.com

## Wrap Projects 2013

- Creative Development of the Island of Laputare  
Dr Roz Sunley

## The Island of Laputare

This fictional island is the setting for ideas about responsible management and people and organisations



People and Organisations   Responsible Management   Political Parties   Stakeholders   Newsfeed

Laputare Island Elections

### THE ISLAND

Select Category ▾

### SEARCH LAPUTARE

Search

### INTERESTING WEBSITES

- [IOD Magazine](#)
- [ISO 26000](#)
- [Principles of Responsible Management - UN Global Compact](#)

## Welcome to the Island of Laputare

Welcome to the fictional island of Laputare which will be the setting for our conversations around responsible management and people and organisations in the next few months. As stakeholders in the economic and environmental life of the island, you will be asked to consider the various impacts of new developments and events on the island.

Laputare is a small island designated as an area of outstanding natural beauty, with approximately 100 km of coastline, measuring only 25 miles by 10 miles. The population of approx 50 000



0:00 / 9:06



# Timeline 5

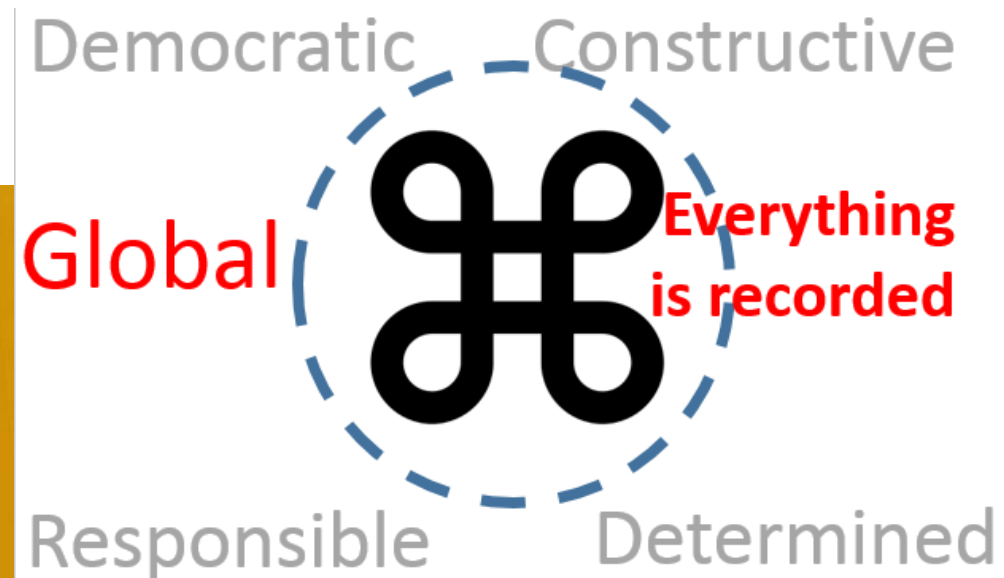
Central e-learning unit put us in contact with Adult Mental Health colleagues planning a simulation using Moodle. Joined forces to plan the work and share experiences. One day workshop 24/11/14 for all schools further shared learnings

Both successful, but only one has won a £10,000 prize (cheque in hand) for innovation in professional learning

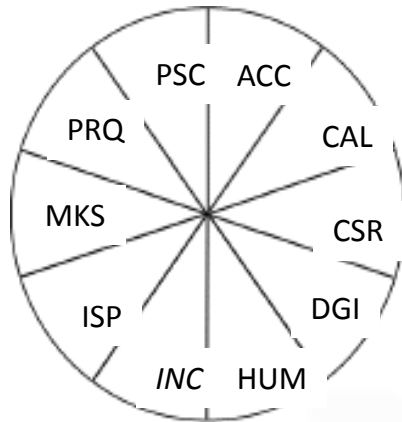


# Managing Business Functions MS1103

- 175 first year management undergraduates
- Keywords – uncertainty, conflict, tight deadlines
- Wholly online roleplay simulation in a wholly face-to-face module



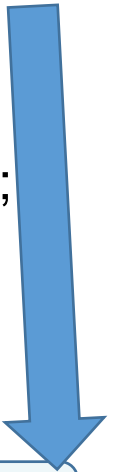
## Leadership Team



## Professional Function Community

ACC Community = all 20 ACC function holders

Confidential briefing each round;  
do not repeat to colleagues but  
do act on it



## Cross-functional (9)

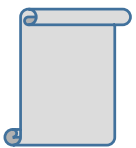
3 key roles each round



Decision Leader



First Responder



Performance Auditor

ACC	ACC	ACC	ACC	ACC
CAL	CAL	CAL	CAL	CAL
CSR	CSR	CSR	CSR	CSR
DGI	DGI	DGI	DGI	DGI
HUM	HUM	HUM	HUM	HUM
INC	INC	INC	INC	INC
ISP	ISP	ISP	ISP	ISP
MKS	MKS	MKS	MKS	MKS
PRQ	PRQ	PRQ	PRQ	PRQ
PSC	PSC	PSC	PSC	PSC

# Conclusion: communities support innovation

A huge amount of support and original ideas came from:

- Known colleagues in discipline (institution, national)
- Initially unknown colleagues (institution, national, international)
- Peers outside discipline (Moodle Community)

Importance of

- Non-instrumental reading/search
- Curiosity
- Networking