

# 2020 Hindsight Business Simulation

**Learn first-hand  
the critical  
components to  
make learning  
programs  
effective.**

## Description

Strategic Ascent designed 2020 Hindsight to help training project teams align on the best project approach to ensure learning success from their training program. Players participate in a simplified but high-pressure production scenario, the success of which is intricately dependent on the training they receive in the simulation. During the course of the simulation, the necessary components of effective learning design become immediately obvious. In the debrief, the players list these components, which become the basis for learning how to design effective programs.

## Objectives

At the completion of 2020 Hindsight, players should be able to:

- 1) Identify the roles in an organization who have an interest in or are affected by a learning program, in other words, the program stakeholders.
- 2) Empathize with the long- and short-term needs and interests of each of the different stakeholders with respect to the learning program.
- 3) Recognize the components that need to exist in a learning program to ensure that it meets stakeholder needs.

## Who We Are

Strategic Ascent, a division of Clancy Learning, LLC, is an organizational learning consulting company based in Houston, Texas. Established in 2000, Strategic Ascent consults with large and small organizations across many industries on learning and human resource development projects to help them improve their organizational results.

## Overview

Anyone who has suffered through ineffective training programs knows first-hand how important good learning design is. Wouldn't it be helpful to understand the principles and components of good learning design while building the training program?

2020 Hindsight provides an opportunity for players to directly experience the results of poorly designed learning programs, and by doing so they get a realistic feel for the components necessary to make training programs effective.



## Simulation Parameters

2020 Hindsight is designed to run in a group setting with anyone involved in organizational learning, including learning professionals, learning managers, HR professionals, executive and line managers, and subject matter experts. The minimum number of players is 10.

Playing 2020 Hindsight takes about 2 hours. It can be run as a stand-alone session, and it is even more powerful when used as an introduction to a project team alignment session or to our Building Organizational Capabilities training suite.