



TD CONSULTING GROUP's *Winning Teams*® workshop uses a high-powered business simulation to uncover team challenges and leadership needs. Throughout the simulation, participants draw parallels to the workplace and prepare a plan of action for effectively participating in, or leading, their own teams. The one-day course, for anywhere from 12 to 25 participants, can be used to invigorate an intact work group, build team cohesion among multiple departments, implement a new strategic initiative, or supplement a cultural change or directive. Learning objectives are developed with the client.

THE SIMULATION – PAPER PLANES, INC.®

Paper Planes, Inc.®, is an innovative simulation that quickly reveals barriers to organizational success while providing insights into creative solutions. Employees of a plane manufacturing company have the opportunity to sell as many planes as they can manufacture that meet given quality standards. The prescribed production design consists of a traditional functional division of labor. After evaluating the effectiveness of their efforts, the workers are told to redesign the production process to their own specifications. Planes are then produced using the employees' production design. Both production designs are compared for product cost, quality, and delivery time, as well as for worker satisfaction.

Paper Planes, Inc.® provides:

- First-hand experience in participative work redesign and continuous improvement.
- Team-building training for intact and/or cross-functional teams.
- Quality and system redesign training which is transferable to the worksetting.

Production Runs

Run #1 – A Functionally Designed System:

Participants manufacture planes using an established production design.

Run #2 – A Group-Designed System:

Participants experience first-hand the impact of employee involvement on quality, cost, commitment, and morale by working with a system they have designed.

Run #3 – A Continuously Improving System:

Participants learn that through collaboration and continuous improvement efforts, significant changes take place. These are changes that are easier to implement and maintain because of the participants' ownership of the change process.

Outcome

Participants learn about:

- Problems inherent in compartmentalized work
- Barriers to team-based change
- How participation affects ownership and commitment.
- Elements of successful work redesign and re-engineering
- Ways to build learning teams and continuous improvement.
- The critical connections between systems, quality, and a customer orientation
- New paths to continuous improvement
- Effects of work redesign on cost and quality.

Paper Planes, Inc.® is a registered simulation of Discovery Learning