



DISCOVERY LEARNING[®]

Better resources. Better leaders. Better results.



EdgeWork[®] is a simulation of dynamic relationships, conflicts and trade-offs. These arise among participants placed in two organizations with different cultures working together on a shared task that will determine their mutual future. From this simulation, participants learn how they assimilate their identities as group members and how that affects their working relationships and their effective functioning. Participants work as group members within two large organizations. They experience fluid job boundaries while working amidst ambiguity, a range of different perspectives, and changing priorities.

Using the *EdgeWork*[®] simulation:

- **Helps** work groups identify difficult issues that may be limiting their performance
- **Challenges** groups to think about working in new ways to produce results
- **Creates** awareness around what comprises a team and who is a team member
- **Increases** sensitivity to diversity and identity
- **Calls** attention to changing perspectives and values
- **Provides** a common experience for intact teams to use in discussing their organizational challenges

The exercise helps groups and organizations identify critical issues that can and will determine success or failure for the organization, the group and the individuals.

EdgeWork[®] is an innovative simulation that:

- **Explores** changing work arrangements from "self-contained" to "alliances"
- **Creates** opportunities to explore alternatives to traditional organizational relationships
- **Confronts** participants with a rapidly changing environment that demands reassessment of fluid boundaries
- **Challenges** participants to evaluate a diversity of perspectives and values

***EdgeWork*[®]**
Explore group dynamics
of working through complexity and ambiguity

The Simulation

To explore group and organizational functioning, *EdgeWork*[®] uses tensions and challenges created between the continued development of hypothetically emerging 21st-Century technology and the near-term, profitable application of a still-developing innovation. Two companies find themselves interacting with regard to this emerging technology. They discover in the process that they have some similar and some different goals, perspectives and values, yet their mutual survival is at stake. One company is a small research and development organization driven by humanitarian concerns and the desire to explore and advance the science behind their innovative technology. The other organization is an established business with existing and potential customers who need this emerging and developing technology for specific applications in for-profit ventures. The simulation explores the conflict of investing for long-term growth versus maximizing profits now. It also explores the value of bringing conflict into the open versus seeking harmony and agreement.

EdgeWork[®] is a flexible simulation that creates a real-world challenge in a safe environment for participants to explore the effects of their decisions and actions on the effectiveness of their groups and organizations. Several structured debrief components allow facilitators to explore a number of issues and to blend *EdgeWork*[®] into interventions for a number of specific applications.

Appropriate for 12 to 24 participants



Materials

Supply Kit contains:

- Booklet providing background information and describing featured technology
- Company profiles for the two organizations
- Role packets with description of role, authority, calendar of meetings and information unique to each role
- All necessary information and handouts for the facilitator including the agenda, detailed checklists, in-sim memos and posters

Facilitator Guide provides:

- Planning instructions to get ready for the simulation
- Detailed instructions for conducting the simulation
- Explanation of issues between the two organizations
- Debrief guidelines and suggestions

***EdgeWork*[®] works well with:**
Change Style Indicator[®]
Decision Style Profile[®]
Discovery Leadership Profile™