



The *OurTown*[®] simulation evokes emotional responses to unexpected changes in the workplace. It allows participants to experience personal response over which they have no control and understand characteristics of effective leadership before and after change. The simulation helps participants understand the transitions people experience when confronted with change, and develop awareness of how to lead people as they pass through change.



Using the *OurTown*[®] simulation:

- **Empowers** organizations with the knowledge that they can negotiate change and thrive
- **Prepares** team members to handle change and transitions successfully
- **Enables** groups to discard the limiting perceptions of what they can do
- **Creates** a common, shared experience that serves as a reference point when dealing later with real issues
- **Builds** a group's capacity and flexibility to redefine structure, purpose, and collective mission

OurTown[®] is an interactive simulation that:

- **Instructs** participants about the predictable phases of change: shock, disbelief, anger, bargaining and acceptance
- **Enables** groups to differentiate between what they can control and what they cannot
- **Creates** opportunities for groups to invent and recreate themselves with a new purpose
- **Reviews** the characteristics of effective leadership before, during and after change events

***OurTown*[®]**
Learn how to adapt and lead others
through unexpected change

The Simulation

OurTown® involves the separate and collective activities of two community agencies: Upward Bound and The Enrichment Center. Each is challenged to revisit its mission statement and to develop a five-year strategic plan. As the two agencies are operating independently in meeting these assigned tasks, they are informed that their respective Boards have agreed to merge the organizations. In light of this change, they are now challenged to create a common mission statement and to develop a single five-year strategic plan.

The simulation creates numerous opportunities to confront individuals and the group with information and decisions. These interactions can be frustrating but also create ample opportunity allowing the group to negotiate successfully through the transition. Debriefings present opportunities for instruction, interaction and shared learning.

Appropriate for 8 to 24 participants



Materials

Supply Kit contains:

- Materials to accommodate up to 24 participants
- In-sim merger memos
- Optional memos to introduce change elements

Facilitator Guide provides:

- Step-by-step instructions for setting up and conducting the simulation
- Debrief details

*“A great opportunity
to experience personal and
group reaction
to unexpected change.
The simulation informed me
about the importance
of involving others
in the process of change.”*

OurTown® works well with:

*Change Style Indicator®
Decision Style Profile®
Discovery Learning® Change Process Model*