

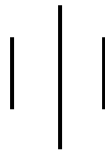
A Report on

**Three Day Workshop**

**Simulation and Experiential Learning in**

**Management Education**

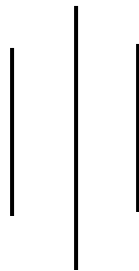
**(18<sup>th</sup> to 20<sup>th</sup> Jestha, 2076, Pokhara)**



Submitted to:

**University Grants Commission**

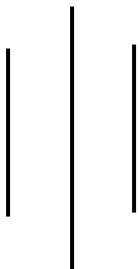
Sanothimi, Bhaktapur, Nepal



Submitted by:

**School of Business, Pokhara University**

Lekhnath, Pokhara



Date: 4<sup>th</sup> Asar, 2076

## **Acknowledgements**

We owe our heartfelt gratitude for all those who have offered their valuable support and comments leading to successful organization of the workshop. We would like to express our warmest appreciation for the University Grants Commission (UGC), Nepal for the valuable support and encouragement. We extend our humble gratefulness to Prof. Hari Bahadur Khadka, Dean, Faculty of Management, and Assoc. Prof. Dr. Rabindra Ghimire, Director, School of Business, Pokhara University for the constructive suggestions, guidance, and support to improve quality of the workshop. Our sincere gratitude goes to Mr. Bharat Thapa for accepting our invitation as a resource person for the workshop. We are indebted to all our affiliated colleges and colleagues at School of Business, Pokhara University, who provided valuable assistance and suggestions on style and content of the workshop and supported us throughout the workshop. We would like to express our thanks for all the participants for providing useful feedback.

Finally, we welcome comments and criticism from all and expect their support for organizing such workshop in future.

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Date: 4<sup>th</sup> Asar, 2076.

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## **1. Introduction**

The three-day workshop on "Simulation and Experiential Learning in Management Education" was successfully organized by the School of Business, Faculty of Management, Pokhara University from 18<sup>th</sup> to 20<sup>th</sup> Jestha, 2076 at Pokhara with the support of the University Grants Commission (UGC) under its "Capacity Development Training Program – 2075/76".

Simulations are powerful tools for reinforcing student learning, set in seemingly real-world environments. They are simple to set up and extremely user friendly as teaching tools in classrooms and can be used across courses and programs. The workshop aimed to familiarize the participants with the techniques needed to integrate simulations (SIMs) within a course, and equip them with the necessary skill. The workshop has become successful in enabling instructors gain a deeper understanding in their approach to using simulations (SIMs) within their courses in the classrooms. The workshop program introduced the participants to different simulation modeling approaches and exhibited four simulations in order to illustrate the examples of their use. It also illustrated the various features of business simulation methodology and reviewed several real-life problems from different industries that were solved with the help of simulation modeling. The workshop was specifically designed for those who are new to simulation modeling to explain and demonstrate why simulation modeling is important and what kind of problems it helps to solve.

Business simulations are the bridge between classroom learning and real-life challenges. They are a hands-on learning method that imitates the real world, allowing your people to practice and improve their business acumen in a safe, risk-free environment. SIM method of learning has been found by the workshop participants to be effective in teaching and training situations since this calls for discussion of real life situations faced by decision makers in organizations. It permits building knowledge across various subjects by dealing selectively and intensively with problems in each field. The workshop was effective in introducing simulations as experiential learning approach and to demonstrate its essence in management education in order to bridge the academic knowledge with the real life situation. It

instills culture of enquiry and bridges the gap between theory and application. The workshop has helped participants sharpen their analytical skills, since they must produce quantitative and qualitative evidence to support recommendations and decisions.

Imparting skills in applying new teaching pedagogies is necessary to upgrade the academic quality of faculties of Nepalese universities. Hence, the workshop on simulation method has helped to develop the knowledge and make the participants familiar with the real life situation. The proposed workshop is has empowered the faculties of Nepalese universities providing conceptual, interpersonal, and applied skill in using simulation method of teaching and experiential learning. Participants developed skills in administering the simulations and pursue an integrative approach that synthesizes various teaching pedagogies such as group discussion, class room presentation, workshop module, brainstorming, and many others. Thus, the workshop was has attained its objective to instill practical skill in application of simulation method of teaching learning in management education as well as developing simulations.

## **2. Background of the Workshop**

Nepalese universities are constantly directing more efforts towards adding value to their students by quality education. Quality education is a consequence of competent faculty, motivated students, and an appropriate pedagogy. It is well known that management education at the graduate and post-graduate level can be made extremely effective by use of diverse teaching pedagogies like case method and business simulations. Over a period of time, several management institutions globally have systematically adopted the simulations in management education. However, in Nepalese context use of business simulations in management education is very rare. Hence, the workshop was useful in achieving the need to be orient and train management faculties in Pokhara in using simulation method of teaching. This workshop is successful in training, reorienting, re-energizing, and reactivating management faculties on experiential learning through use of business simulations.

### **3. Objectives Achievement**

The proposed workshop aimed at training management faculties of Nepalese universities in experiential learning via application of simulations. It provided an excellent opportunity for the worlds of academia and professional development to connect and exchange ideas through the facilitated discovery of business strategy simulation games. The workshop outcomes reveals that the primary objective of the workshop to sensitize the participants in the usage of simulations in teaching and to develop the basic skills required for conducting business and management simulations has been achieved.

The workshop has contributed in helping academicians, researchers and trainers in understanding experiential learning using simulations and helps them to develop competencies in these areas. It has promoted innovative and effective teaching methods in the disciplines of business, management, and related fields and enhanced skills in the development and application of business simulations and experiential methodologies. Finally, the workshop has been successful in encouraging a wider use of simulations and experiential methodologies, particularly in effective business education and in facilitating the design and use of business simulations and experiential methodologies.

### **4. Outcomes of the Workshop**

The workshop aimed to equip the participants with skills on use of simulations for experiential learning. The participants are expected to apply the skills on applying business simulations acquired during the workshop as a pedagogical tool in bridging the gap between theory and applications in the classroom. The participants are expected to have developed skills in conducting simulations effectively and engage in preparation of simulations in Nepalese situation that can be used for classroom discussions.

## 5. Beneficiaries

The workshop has benefited management faculties from Pokhara in developing skills in new teaching learning method. Business simulations have been found to be more effective in learning business applications as compared to other methods like case study. The workshop content was tailored to cater the need of faculties of management discipline in Pokhara. The workshop was highly beneficial for the faculties in getting deeper understanding in application of business simulation as a pedagogical tool.

## 6. Resource Persons

The resource persons for the workshop consisted of academicians from Kathmandu and Pokhara. The resource persons provided conceptual as well as practical knowledge on business simulations. They demonstrated four simulations during the workshop. The list of the resource persons is:

SN	Name	Designation	Institution
1	Mr. Bharat Thapa	Lecturer	Tribhuvan University
2	Dr. Umesh S. Yadav	Associate Professor	Pokhara University
3	Dr. Surya Bahadur G. C.	Associate Professor	Pokhara University

## 7. Workshop Arrangements

The workshop was organized by School of Business, Faculty of Management Studies, Pokhara University. The three day workshop was conducted Atithi Resort, Pokhara. The workshop was non-residential. The institute made the transportation, logistics and fooding arrangements for the delegates.

***Date of the Workshop:*** 18<sup>th</sup> Jestha – 20<sup>th</sup> Jestha, 2076

***Workshop time:*** 7:30 am to 6:30 pm

***Venue of the Workshop:*** Atithi Resort, Lakeside, Pokhara

***Infrastructural Support for the Workshop:*** Well equipped seminar hall with wifi and multimedia facility.

*No of participants:* 30 delegates

The total expenditure for the workshop was Rs. 144,228. The UGC Nepal financed grant of Rs. 1,00,000 and remaining amount was financed by the School of Business, Pokhara University.

## 8. Workshop Methodology

The workshop covered various aspects of business simulations like development, conceptual understanding, classroom application and debriefing sessions. It included both online and hard copy simulations. During the workshop, four simulations and two role plays were demonstrated. The workshop adopted a participant centered learning method and included group activities, games, and group discussions. The workshop has been successful to provide an overview of key issues in simulation based learning approach and to prepare teachers with the appropriate skills and knowledge of business simulation applications to contribute more effectively in their class room delivery. The three-day workshop schedule is given below:

Three-day Workshop on  
**SIMULATION AND EXPERIENTIAL LEARNING IN MANAGMENT**  
Workshop Schedule  
Date: 18<sup>th</sup> to 20<sup>th</sup> Jestha, 2076

WORKSHOP SCHEDULE (ABRIDGED)		
DAY-I: 18 <sup>th</sup> Jestha, 2076		
6:30 – 6:45	Registration	Resource Person
<b>Module I: Simulations as Effective Learning Method</b>		
6:45 – 8:45	Introduction and ice-breaker with simulation	Mr. Bharat Thapa
8:45 – 10:00	Breakfast	
10:00 – 11:45	Working with business simulation	Dr. Surya G. C.
11:45 – 12:45	Lunch Break	
12:45 – 2:15	Experiential learning using business simulations-I	Dr. Surya G. C.
2:15 – 2:30	Break	
2:30 – 4:15	Application of simulations in classroom (Group activity)	Dr. Umesh Yadav
4:15 – 5:00	Hi-Tea	
5:00- 6:00	Structure, design and process of business simulations	Dr. Umesh Yadav

<b>DAY-II: 19<sup>th</sup> Jestha, 2076</b>		
7:30 – 8: 00	Registration and Breakfast	
<b>Module I: Making Simulations an Effective Learning Tool</b>		
8:00 – 9:45	Experiential learning using business simulations-II	Dr. Surya G. C.
9:45 – 10:00	Break	
10:00 – 11:45	How to make simulations based learning effective?	Dr. Surya G. C.
11:45 – 12:45	Lunch Break	
<b>Module II: Business and Management Simulation</b>		
12:45 – 2:15	The New Venture Simulation: The Food Truck Challenge (Online)	Dr. Umesh Yadav
2:15 – 2:30	Break	
2:30 – 5:30	Beer Game Simulation: Board Version	Dr. Umesh Yadav
5:30 – 6:00	Hi-Tea	

<b>DAY-III: 20<sup>th</sup> Jestha, 2076</b>		
7:30 – 8: 00	Registration and Breakfast	
<b>Module II: Business and Management Simulation</b>		
8:00 – 9:45	CleanStart: Simulating a Clean Energy Startup (Online Simulation)	Dr. Surya G. C.
9:45 – 10:00	Break	
10:00 – 11:45	CleanStart: Simulating a Clean Energy Startup (Online Simulation)	Dr. Surya G. C.
11:45 – 12:45	Lunch Break	
12:45 – 2:45	World Climate: Negotiating a Global Climate Change Agreement (Role play and online simulation)	Dr. Umesh Yadav
2:45 – 3:00	Break	
<b>Module III: Debriefing Simulations</b>		
3:00 – 4:30	Linking simulations with course objective	Dr. Umesh Yadav
4:30 – 5:00	Break	
5:00 – 6:30	Designing effecting debriefing session	Dr. Umesh Yadav
6:30 – 7:00	Break	
7:00-8:00	Valedictory	

## **9. Daily Narrative Report**

The workshop was held for three days. The workshop consisted of two online simulations, one board simulation and one role play. The workshop focused on application of simulations in classroom for effective delivery of management education. The workshop schedule is shown in appendix. A short description of different activities commenced during the workshop period is given below:

### **a. Day One:**

Day one started with the inauguration ceremony. Prof. Hari B. Khadka, Dean, Faculty of Management Studies, Pokhara University inaugurated the workshop. The first session was led by resource person, Mr. Bharat Thapa who introduced business simulations and its significance as a contemporary teaching method in management education. In the second session, Dr. Surya G. C. demonstrated how to work with business simulations and application of the simulations as experiential learning approach. Resource person, Dr. Umesh S. Yadav delivered session on application, structure, design, and process of business simulations.

### **b. Day Two**

Day two started with session focusing on additional issues on experiential learning using business simulations. Dr. Surya G. C. demonstrated the experiential learning approach using a game in form of group activity. In the next session, the workshop had intense group discussion on how to make simulations effective in classroom. Dr. Umesh S. Yadav demonstrated simulations using a simulation game developed by Harvard University named The Food Truck Challenge. The participants actively took part in groups in the new venture simulation which was undertaken online. Dr. Umesh and Dr. Surya facilitated Beer Game simulation which is a popular board based simulations. The participants energetically participated in the game which was based on supply chain management. The simulations were followed by debriefing sessions which linked the key learning from the simulations with management theory and practice.

### **c. Day Three**

In day three, Dr. Surya G. C. demonstrated the online simulation developed by MIT Sloan School of Management named CleanStart: Simulating a Clean Energy Startup. Five groups were formed and the participants logged into the online simulations using password assigned by the facilitator. The groups had to make various strategic decisions to foster growth and sustainability of the start-up venture. The simulation showed the results of the decision taken by the groups. In the debriefing session, Dr. Surya highlighted various challenges faced by start-up entrepreneurs in the complex environment and linked the key learning to business strategies. In the next session, Dr. Umesh facilitated a role play on Negotiating a Global Climate Change. He also explained how to integrate simulations with learning objectives of the course and how to design debriefing sessions focusing on structuring key takeaways.

The valedictory ceremony was chaired by Dr. Rabindra Ghimire, Director of School of Business and Prof. Hari B. Khada, Dean, FMS was the special guest. Certificates were distributed to the participants and award was given to winners of the simulation game. Feedback was collected from the participants and the participants expressed that the workshop was unique and academically enriching.

## **10. Future Perspectives and Challenges**

Business simulations are emerging learning method in management education. Use of the method offers enriching and effective environment that facilitates classroom learning. The workshop participants are expected to apply the skills learnt during the workshop in the classroom setting. Additionally, they are expected to work on developing business simulations in Nepalese context. The challenges posed are enhancing skills in effective use of business simulations and lack of resources related to smooth facilitation of simulations in classroom. Moreover, challenges exist in developing simulations that reflect the business environment of Nepal.

## **11. Conclusion and Recommendations**

The three day workshop was organized successfully and it was a significant academic event in the western region of Nepal. The workshop participation was high and the quality of the engagement in simulations was appreciable. The workshop offered a

venue for management faculties to share, discuss and debate on issues related to promotion and effective utilization of simulations as a learning pedagogy. The workshop was significant in providing platform for young faculties in developing skills in use of business simulations. The workshop was successful in meeting the UGC objective of improving quality of management education in Nepalese universities by developing the skills of faculties in the area of contemporary teaching methods in management. Overall, the workshop was highly successful in meeting its objective of creating awareness of and promoting use of simulations in management education. The UGC should provide continuous support to academic institutions for organizing similar workshops to meet the SHEP objectives of capacity building of universities and improving sustainable quality of education. Finally, further workshop on building capability of faculties in developing simulations reflecting local business environment is highly recommended.

## Appendix I: Certificate Template of the Workshop

**CERTIFICATE**  
of Participation  
Three Days Workshop




*This is to certify that \_\_\_\_\_ has successfully attended workshop on*

**Simulation and Experiential Learning in  
Management Education**

Held on 18th\_20th Jestha, 2076  
Pokhara, Nepal

Prof. Hari Bdr. Khadka  
Dean  
Faculty of Management Studies  
Pokhara University

Assoc. Prof. Rabindra Ghimire, PhD  
Director  
School of Business  
Pokhara University

Organized By:  
School of Business  
Pokhara University

Supported By:  
University Grants Commission  
(UGC) Nepal

## Appendix II: Resource Person Remuneration Sheet

S. N.	Name	Designation	Hrs.	Sessions	Rate/Hr.	Total	TDS (15%)	Net Amount
1	Bharat Thapa	Lecturer	2	1.5	1500	3,000	450	2,550
2	Umesh Singh Yadav	Assoc. Prof.	8	5.5	1700	13,600	2,040	11,560
3	Surya Bahadur G. C.	Assoc. Prof.	9	6	1700	15,300	2,295	13,005
<b>Total</b>								<b>27,115</b>

\* Each sessions are of 1.5 hours

\*\*As per Pokhara University regulations, hourly rate for lecturer and associate professor is Rs. 1500 and Rs. 1700 respectively

\*\*\* Session wise rates for lecturer and associate professor are Rs. 2250 and Rs. 2550 respectively which conforms to UGC provisions.

Note: The total TDS amount is Rs. 4785.

### Appendix III : Financial Summary Sheet

S.N.	Expenditure	Amount	S.N.	Revenue	Amount
1.	Venue Expenses (Fooding and Refreshments)	87,225	1.	UGC Grant	1,00,000
2.	Workshop Materials (Workshop kit, stationary)	13,802	2.	School of Business Funding	44,228
3.	Remuneration (Resource Persons)	27,115			
4.	Banners, Certificates, Token of Love	8,400			
5.	Winning Group Awards	2,900			
6.	Taxes Paid (TDS)	4,785			
	<b>Total</b>	<b>1,44,228</b>		<b>Total</b>	<b>144,228</b>

*\* School of Business, Pokhara University had received grant from UGC for two workshops in this fiscal year. The titles of the workshops are “Application of Mixed Methods Research in Management Education” and “Simulation and Experiential Learning in Management Education”. The workshops were organized sequentially. The first workshop was held on 15<sup>th</sup> to 17<sup>th</sup> Jestha and the second workshop was held on 18<sup>th</sup> to 20<sup>th</sup> Jestha, 2076. The venue for both the workshops was same. Hence, the expense amount covering venue expenses and workshop logistics has been allocated equally for both workshops and joint bill has been submitted.*

## Appendix IV: Workshop Feedback Form



**POKHARA UNIVERSITY**

### Three Day Workshop on Simulation and Experiential Learning in Management Education

#### Workshop Feedback Form



**UGC, Nepal**

#### REVIEW GUIDELINES

Please take a moment to complete this feedback form. Your comments will assist us in improving our future workshops and seminars.

\* This information is confidential and will only be read by the organizing committee \*

#### PARTICIPANT INFORMATION

Name (Optional): \_\_\_\_\_ Institution: \_\_\_\_\_  
Date: 18<sup>th</sup> to 20<sup>th</sup> Jestha, 2076

#### EVALUATION

SCALE: 1 - STRONGLY AGREE; 2 - AGREE; 3 - NEUTRAL; 4 - DISAGREE; 5 - STRONGLY DISAGREE

	1	2	3	4	5	Comments
1. The pre-workshop administration was appropriate and informative.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
3. The workshop facilities and location were appropriate and satisfactory.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
4. The workshop materials were presented in a clear and organized manner.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
5. The resource persons provided complete conceptual and practical knowledge.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
6. Simulations and role plays presented in the workshop were of good quality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
7. Overall, the simulation sessions were informative and valuable.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
8. I acquired skills to use simulations in my classroom from the workshop.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
9. Would you recommend this workshop to a colleague?	Yes <input type="checkbox"/>		No <input type="checkbox"/>			
10. Please suggest other workshops that would be useful to you or your institution.						
11. Other comments.						

## Appendix V: Selected Workshop Photos



*The Workshop Participants with Workshop Banner*



*Resource Person Mr. Bharat Thapa Facilitating Business Simulation*



*Participants engaged in supply chain management simulation*



*Resource person facilitating simulation activity*

