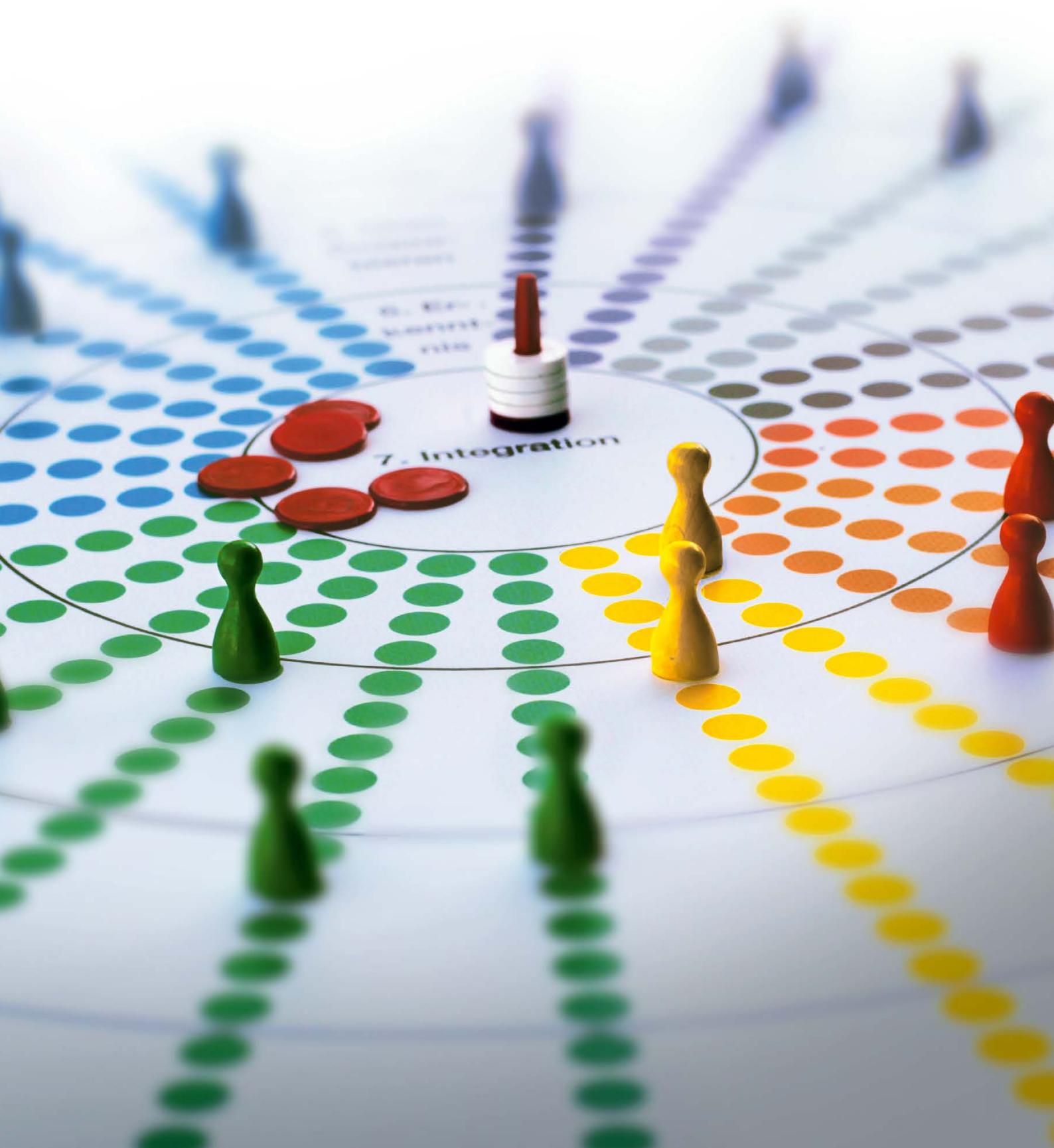


# SystemChange<sup>®</sup>

The leading simulation game in Change Management





## IMPLEMENT A SUSTAINABLE CHANGE

A challenging and motivating learning environment gives the participants direct experience with the factors that must be managed if the transformation is to be successful. These include not only the logical process steps but also those dealing with the psychological and emotional impacts of change on the affected employees.

The participants learn how different psychological types react to changes and which measures can be used to achieve them. SysTeamsChange shows the role of the social networks in stakeholder communication and potential intervention measures for the different phases of change.

## THEORETICAL VALIDATION

The economic and organizational psychologist Dr. Willy Kriz has played a leading role in the development of SysTeamsChange which has been evaluated and validated by more than 50 current management theories and approaches.



SysTeamsChange is based on the phases of change as first described by Kurt Levin, beginning with shock, followed by rational and then emotional insight, and culminating in the sustainable integration of the change. He stressed the importance of understanding the psychological and emotional impact of organizational development processes and focusing on the thoughts, feelings and reactive behavior of the people involved.



## HOW TO USE SysTeamsChange

### SysTeamsChange as Executive Training

The Simulation Game is used by more than 100 enterprises and organizations as a means for training and continuing education for both new and experienced executives to implement a sustainable change management process in the own organization.

### SysTeamsChange in support of change management

The Simulation Game is an outstanding advisory method that can be used both prior to and during actual transformation processes. When working with large groups, it provides an excellent intervention technique which will increase the awareness of the need for changes as well as create the motivation to promptly deal with them.

### SysTeamsChange as Consultation

SysTeamsChange is designed as a two-day seminar. You can use experienced riva trainers or use a riva certified internal trainer. The teaching methods, content and duration of the game can be adapted to your group's needs.

## HOW OUR CUSTOMERS USE SysTeamsChange

### To support the change

Advisory method prior to and during actual transformation processes

*"In the context of management training, the simulation game SysTeamsChange is our methodical tool of choice for change management training. We use it at the Bundeswehr Command and Staff Academy so that our military and civilian course participants can get a close-up look at the diverse aspects that really matter in change processes – indeed in a very entertaining way and with lots of fun while we are learning!"*

**Oberst i. G Reiner Just,  
Head of Resort Management Bundeswehr Command and Staff Academy**



### To support the change

Training and continuing education for both new and experienced executives

*"I personally find this tool to be extremely effective, especially in today's workplace, where change is the only constant. We were able to apply the knowledge gained in the workshop to actual projects. Since the lessons were learned in an emotionally positive atmosphere, they were very sustainable."*

**Hartmut Hillar,  
Head of Design Enabling and Services,  
Infineon**





### To support the change

Training and continuing education for both new and experienced executives

*"Understand and learn about Change Management by playing it – almost 700 leaders and employees globally were excited to take part in this training in 2019. A core element in our change toolbox!"*

**Martin Stöckl – VP People & Organization Effectiveness, Infineon Technologies AG**



### Consultation and Training

Qualification of executives, coaches, change agents, management groups and project teams.

*"This is our favorite program. The participants enjoy it very much because they get immediate feedback about their decisions."*

**Imre Környei, MBA,  
Managing Director of iCons-Hungary Ltd.**



### Qualification of executives in pedagogical institutions

Qualification of school management teams for professional school development processes

*"We work with the riva Simulation Games because the changing demands made on pedagogical executives necessitates a modern and professional approach to educational design."*

**Bernd Leven, Qualitäts- und Unterstützungsagentur – Landesinstitut für Schule des Landes Nordrhein-Westfalen (QUA-LiS NRW)**



### At higher education institutions

Transfer of the theoretical aspects and their impacts in more than 100 higher education institutions and universities

*"The Baden-Wuerttemberg Cooperative State University in Stuttgart uses SysTeamChange in several courses of study because it allows the participants to realistically experience the change processes, including resistance, and to develop structured processes."*

**Dipl. oec. Birgit Zürn, Head of Centre for Management Simulation**



### In the health sector and clinics

Specific version "Health" simulates a clinic in the change process

*"As a consultant in the health sector and a university lecturer for strategy, I use riva-Simulation because it allows me to combine in a unique way the communication of established theories and their application by the participants in an enjoyable experience."*

**Dr. Christoph Zulehner,  
user of SysTeamsChange – Health**





## SIMULATION SETUP

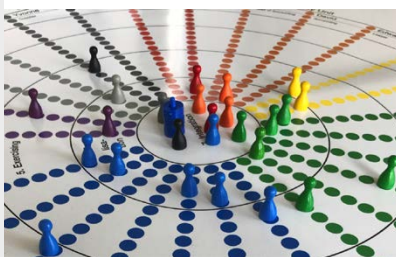
The participants are assigned as consultant teams and advise - depending on the selected version a company, school, or clinic – during each phase of the change process. The game simulates working with everyone involved in or affected by the change (managers, employees, suppliers, customers and others). Their objective is to successfully guide each of these subgroups through the various phases of the process.

These phases address both the procedural and logical arrangement as well as the emotional and psychological elements of change - beginning with shock, followed by rational and then emotional insight, and culminating in the sustainable integration of the change.

**REALITY IS SIMULATED.**  
**THE GAME SITUATION IS AUTHENTIC.**  
**THE LEARNING SUCCESS IS REAL.**

The aim is to choose the intervention measures that are appropriate to the phase and the simulated level of development of each individual who is affected by the change. The computer model then provides immediate feedback as to whether the participant's choices were effective or not. Based on the feedback the pieces on the board will be moved.

The trainer provides further feedback at regular intervals. In this follow-on discussion, the participants will learn more about the scientific theories so that they can apply what they have learned in their working world.





## OUR OFFER TO YOU

SysTeamsChange will be customer-tailored depending on the sector and the training objective. It is designed as an on-site seminar to guarantee the best learning result. With new online-components SysTeamsChange could also be conducted in a Distance Learning Setup.

Our experienced trainers will conduct the training or consult in respect to the use of the training in your own organization or by clients. We offer an attractive license model for enterprises, consultants and higher education institutions.

### ON-SITE DIGITAL DIGITAL SUPPORTED ON-SITE TRAINING



### ONLINE MODERATED DISTANCE LEARNING



DURATION: 2 DAYS

## YOUR CONTACT PERSON

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