

## **Mission Impossible? 24 hours, 88 missions, real consequences**

**By completing missions, you earn money so as to be able to spend the project time in an appropriate way and satisfy your own standard of success.**

### **Basic concept and value:**

Mission Impossible? Is a business simulation that enables participants to experience and shape the organization both as an efficient systemic construct and as a “playing field” for the individuals operating in it.

The influence of structures, formal and informal rules, decisions and personal interests is experienced in the course of the simulation.

The creation and interaction of social and individual patterns therefore become visible.

Briefly: with Mission Impossible? The participants get a view of aspects of organization that cannot be accessed by traditional interventions. In a nutshell, these are:

How do organizations organize themselves? What embodied rules are formed by culture? How is meaning generated, what constructs of meaning attain relevance to action and decision-making? And finally, what transactions by the participants are declared to be good deals? These core organizational questions become accessible, observable and discussable. Actions can then be derived for use in everyday reality.

### **Concept:**

Participants can expect a range of missions that differ in nature in terms of both content (e.g. social, local, challenging, organizational etc.) and scope (individual tasks, group tasks, duration, dependencies etc.).

The missions take place in an urban environment.

The missions map a dynamic market in which you will operate. Initially, a choice of missions has to be made which seems attractive and feasible to the group. As soon as one of them is fulfilled, payment is made in cash. Follow-on missions can then be drawn by lots or purchased from four sales categories.

The participants handle both all the investments needed to fulfil missions (e.g. transport, communication, support) and individual basic needs (accommodation, food) with the cash they generate.

### **Challenges:**

Mission Impossible? Deliberately leaves the organizational form you will enter undefined. The missions are designed in such a way that the beneficiary of their completion remains open. However, the available resources and the nature of the missions will demand that the individual participants cooperate in some form or other. For this purpose, decisions have to be made on communication channels, decision-making, feedback loops, budgeting and organizational structure etc..

Since the options widen in the course of the project through added missions and because missions may be delayed or even fail, a permanent flow of information and constant organizational adaptation are required.

The dynamics of the organisational simulation grow with changing individual needs and views on tasks, the organization and the environment. After the end of the project reflection on what you have experienced takes place on the levels of self-management and organizational leadership. The workshop section is designed when the missions are clarified and the development topics decided.