IP BEST PRACTICES

Simulation-based Learning

A best practice shared by Joerie Nijhuis.

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Simulation-based Learning

Enables culture change to move from explanation to lived experience by allowing teams to safely explore, reflect on and shift behaviours through immersive, realistic simulations.

Key steps

Let teams step into lifelike workplace scenarios through immersive simulations with real actors, featuring relatable stories, branching paths and realistic consequences.

Create a safe space to experiment with behaviour, allowing participants to explore different responses to dilemmas such as exclusion, bullying or team tension without real-world risk.

Build shared understanding by making implicit behaviours visible, anchor learning through guided reflection connecting the simulation to everyday work, and translate insight into action by jointly agreeing on concrete behavioural commitments.

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