



Business Olympian Group

Creating High Performing Organisations, Systems, Teams & Individuals

Business Olympian brings to your business the secrets learnt by successful athletes – the knowledge that allows them to reach their full potential and achieve greatness.



Business and Crisis Simulations

Business Continuity, Crisis and Emergency Management

Crisis and Situational Communications

Leadership, Innovation and Change Management

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IMAGINE A WORLD WHERE RUNNING A SIMULATION OR EXERCISE WAS AN EXPERIENCE THAT BROUGHT LEARNING TO LIFE, LEFT PARTICIPANTS FEELING ENERGISED AND EXCITED AND ADDED VALUE BACK TO THE BUSINESS AND INDIVIDUAL MORE THAN EVER BEFORE.

Imagine a world where running a crisis or business simulation or exercise was an experience that brought learning to life. One where participants felt energised and excited, and managers uncovered valuable knowledge about a team's capabilities and vulnerabilities.

Typical simulations are run once and might not even include a debrief and follow-up report. How can a team or individual gain anything from this? The Business Olympian approach has been developed to enhance the simulation experience. We turn a simulation into a learning environment in which every person involved gains personal insights and reflections.

For the same investment and customer effort as a typical team exercise, Business Olympian exposes participants and organisers to at least three experiences as part of the process, which involves simulation, coaching, and a workshop and report.

It is well known that an individual learns better if exposed to information three times;

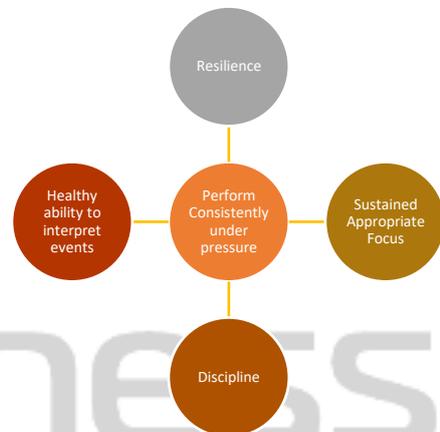
1. the first exposure challenges the individual to a different way of thinking
2. the second reinforces the idea and starts to overcome the internal resistance to change
3. the third gives the individual an opportunity to see the new version working and provides additional feedback which consolidates the new learning.

Individuals are more likely to then repeat these learning when under pressure and not simply revert to their previous behaviours.

The human brain has two main components, the Neocortex - our logical / factual brain - and the limbic system - our emotional brain. Each part deals with information differently and often comes to very different conclusions. From experience, we understand that during a crisis our emotional brain tends to be prominent, which therefore requires teams to understand this reaction and work to overcome it.

We have developed a model of characteristics (shown below), which expands on an individual's ability to perform under pressure. These variables are then

expressed in a number of ways. For example, discipline is often reflected in our behavioural reactions under pressure, while sustained appropriate focus is reflected in both our emotional control and our decision making.



The Heat Map below represents a summary response of a team's reaction against the injects they were either directly handed, or were indirectly a part of.

Inject Name	Emotional		Decision Making		Behavioural		Time To Play
	R1-Emotional	R2-Cognitive	R1-Emotional	R2-Cognitive	R1-Emotional	R2-Cognitive	
Trigger	Calm	Calm	Proactive	Proactive	Engaged	Engaged	Immediate
First 3 min	Adr. Seeker	Adr. Seeker	Proactive	Proactive	Engaged	Engaged	Immediate
Media	Unresponsive	Unresponsive	React	Proactive	Engaged	Engaged	Delayed
Police	Calm	Calm	Proactive	Proactive	Engaged	Engaged	Immediate
Residents	Calm	Calm	Proactive	Proactive	Engaged	Engaged	Immediate
Death	Adr. Seeker	Adr. Seeker	Proactive	Proactive	Engaged	Engaged	Immediate
Media	Frustration	Adr. Seeker	Proactive	Proactive	Engaged	Engaged	Delayed
Media	Apprehensive	Nervous	React	Proactive	Engaged	Engaged	Delayed
Family	Adr. Seeker	Frustration	Proactive	React	Engaged	Engaged	Immediate
Staff	Adr. Seeker	Adr. Seeker	Proactive	React	Engaged	Engaged	Significantly Delayed

This engaging method enables us to speak openly, honestly and with evidence about the performance of the group. We also run these heatmaps for key individuals who want real, timely feedback on their performance under pressure.

Our assessments are combined with a myriad of exercise styles ranging from live simulations to simple desktop reviews. We bring in real world actors, media crews, sounds, smells and other pressure points that illicit the reactions and experiences that we need to best suit the situation.